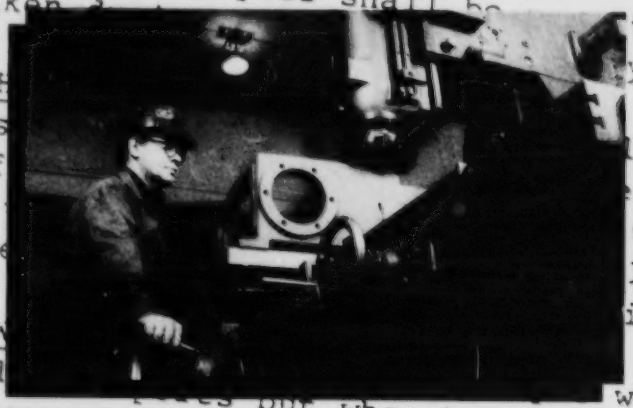
Saskatchewan
Human Resources
Labour and
Employment

Hon. Grant Schmidt
Minister

Non-Wage Provisions in Saskatchewan Collective Agreements, 1989



Saskatchewan

Non-wage Provisions in Saskatchewan Collective Agreements 1989

Honourable Grant Schmidt
Minister

Gerry Meier
Deputy Minister

Published under the Authority of Saskatchewan Human Resources, Labour and Employment

90-03589/

ISSN 0830-0763

Labour Policy Unit
Labour Relations Branch
Saskatchewan Human Resources, Labour and Employment

December 1989

Table of Contents

		Page
Foreword		5
Introduction		6
Inclusions and Exclusions		6
Limitations		8
Summary of Prevalent Provisions and Trends		9
Data Tables		
Section 1	Collective Agreement Information	15
Section 2	Management Rights and Union Security	16
Section 3	Employee Security	18
Section 4	Grievance Procedure	26
Section 5	Hours of Work	28
Section 6	Overtime Pay	32
Section 7	Premium Pay	38
Section 8	Statutory/Paid Holidays	41
Section 9	Paid Vacation	43
Section 10	Severance Pay	47
Section 11	Cost-of-living Adjustment	50
Section 12	Technological Change	51
Section 13	Health and Welfare	53
Section 14	Occupational Health and Safety	63
Section 15	Leave of Absence Provisions	66
Section 16	Miscellaneous Provisions	75
Appendices		
Appendix A	Definitions by Provision Field Number	83
Appendix B	Provision Index by Section and Field Number	89
Appendix C	List of Agreements Included in the Study by Industry and Union	93

Foreword

This 17th annual publication provides current information on selected non-wage provisions in collective agreements which fall under provincial jurisdiction. The study is based on agreements filed between September 1988 and September 1989.

Although the analysis primarily attempts to accommodate employer and labour negotiators by providing more informed bargaining criteria, it is also of interest to those concerned with the scope of provincial industrial relations.

We hope that users view this report as timely, complete, consistent, unbiased and authoritative. We therefore welcome suggestions from users in order to provide the most complete and useful information possible.

We appreciate the co-operation of labour and employer representatives in supplying agreements and other information used in the study.

Introduction

This annual publication analyzes selected non-wage provisions in collective agreements which are filed with Saskatchewan Human Resources, Labour and Employment under the terms of *The Trade Union Act*.

The report includes a summary of prevalent provisions and trends and the detailed data tables divided into 16 major provision sections. Three appendices provide definitions by provision field number, a provision index by section, and a list of agreements included in the study.

The data in the tables are presented in two ways - the number and per cent of agreements containing each provision, and the number and per cent of employees covered by the provision analyzed. The employee-based analysis is usually the more accurate indicator of prevailing employment practices and working conditions. If the two percentages are substantially different, the bargaining unit size is usually a major factor. For example, when the percentage of agreements is considerably higher than the percentage of employees, this is an indication that the provision is more prevalent in small bargaining units. If the percentage of employees is higher, then the provision is more popular in large units.

Statistics on average negotiated wage settlements in Saskatchewan collective agreements are published quarterly in the Department's "Labour Report."

Inclusions and Exclusions

The 158 agreements in this sample study were randomly selected from agreements filed between September 1988 and September 1989. The selected agreements had expiry dates beyond July 31, 1988 and covered at least five full-time employees. Approximately half of the agreements filed during the reference period are included in the sample.

Excluded from the analysis are agreements under federal jurisdiction and teacher agreements which are covered by *The Education Act*.

The following table (Table A) shows that the industry distribution of agreements in the sample is fairly representative of the industry distribution of all agreements in effect at December 1989 (Table B). A list of agreements included in the sample can be found in Appendix C.

Table A
Industry Distribution of Agreements in the 1989 Sample

Industry	Agreements		Number of Employees			
	Number	Percent	Full-time	Part-time	Total Number	Total Percent
Health and social service	24	15.2	10,742	5,690	16,432	49.0
Manufacturing	34	21.5	2,776	661	3,437	10.3
Government service	31	19.0	2,358	976	3,334	10.0
Finance/insurance/real estate	4	2.5	1,259	1,576	2,835	8.5
Educational service	15	9.5	2,055	651	2,706	8.1
Retail trade	14	8.9	559	1,502	2,061	6.2
Construction	4	2.5	896	0	896	2.7
Mining	5	3.2	764	34	798	2.4
Wholesale trade	9	5.7	375	44	419	1.3
Business service	4	2.5	326	16	342	1.0
Other service	5	3.2	70	38	108	0.3
Accommodation/food/beverage	5	3.2	43	15	58	0.2
Transportation/storage	2	1.3	43	8	51	0.2
Communication and other utilities	2	1.3	18	6	24	0.1
Total	158	100.0	22,284	11,217	33,501	100.0

Table B
Industry Distribution of All Agreements* in Effect at December 1989

Industry	Agreements		Total Employees	
	Number	Percent	Number	Percent
Health and social service	85	14.0	25,612	31.0
Government service	73	12.1	16,454	19.9
Manufacturing	143	23.6	8,388	10.2
Educational service**	66	10.9	6,824	8.3
Communication and other utilities	6	1.0	6,282	7.6
Retail trade	40	6.6	6,132	7.4
Finance/insurance/real estate	11	1.8	3,583	4.3
Mining	17	2.8	3,124	3.8
Wholesale trade	34	5.6	1,552	1.9
Construction***	52	8.6	1,332	1.6
Accommodation/food/beverage	20	3.3	1,078	1.3
Transportation/storage	7	1.2	824	1.0
Other service	41	6.8	634	0.8
Business service	7	1.2	459	0.6
Logging/forestry	2	0.3	219	0.3
Agriculture and related service	1	0.2	9	0.0
Total	605	100.0	82,506	100.0

* Excludes federal jurisdiction agreements.
** Excludes teacher agreements.
*** The number of employees covered for most construction agreements is not available.

Limitations

a) The agreements analyzed in annual studies since 1984 comprise only a sample of all agreements filed during the reference period of each study. The smaller sample size in these studies may therefore produce trend discrepancies for some provisions. For example, one or two agreements in the sample covering large numbers of employees would skew the per cent distribution of employees in their favour. The trend fluctuations for low-frequency provisions may also be due to the sample size.

b) Because some clauses are ambiguous or vague, the analysis of an agreement involves a certain degree of judgement and subjectivity. The interpretation the analyst places on the clause may therefore differ from the way in which it is actually applied. This is particularly evident when analyzing provisions for part-time workers because agreements are often unclear in this area. As a result, we code the existence or application of these provisions only if specifically mentioned or clearly implied.

c) Agreements do not always contain references to every condition of employment in the workplace. This is especially evident in health and welfare provisions where insurance and pension plans may exist without being mentioned in the agreements filed.

d) Agreements occasionally contain provisions which vary during the term of the agreement (e.g., length of service for vacation) or by type of employee, occupational classification or by a number of other factors. Some fields contain coding options which indicate these variances. Otherwise, the provision affecting an identifiable majority of employees in the unit is coded.

Summary of Prevalent Provisions and Trends

a) **Hours of Work**

The majority of organized non-office workers in Saskatchewan in 1989 work an average of 40 hours per week while the typical office worker works less than 38 hours a week. Compressed work-weeks, with some type of banking schedule to allow for more consecutive days off, are popular. Many employees work nights and weekends and have unregulated hours or an averaging-of-hours schedule. They generally get 15-minute rest periods and two consecutive days of rest.

b) **Overtime and Premium Pay**

The favoured daily overtime rate is time and one-half for the first four hours and double time thereafter. Double time is standard for overtime on days of rest and holidays. Second and third shift differentials are common, and are usually between 60 and 69 cents. Other popular premiums are for stand-by, working consecutive weekends, and scheduled work on a paid holiday. Higher-service pay for temporarily doing the work of a higher-paid classification is also standard and typically available after one day.

c) **Holidays and Vacations**

Most organized employees get 11 paid holidays with the two prevalent, additional holidays being Boxing Day and Easter Monday. Less than eight years' service is now common for four weeks' vacation and most agreements also provide for five and six weeks' vacation.

d) **Health and Welfare Plans**

The health and welfare plans available to the majority of organized workers in 1989 are paid sick leave or short-term weekly indemnity, life insurance, long-term disability, pension, and dental plans. The sick-leave plan is usually 15 days annual credit or 17 weeks of weekly indemnity at 66 2/3 per cent of salary, often with a small credit available to cover the waiting period. The long-term disability plan, which usually pays 60 per cent of salary, generally applies after the weekly indemnity or sick-leave plan expires. The employer commonly pays the entire premium for the life insurance and dental plan while the premium for the long-term disability plan is generally shared with the employee 50/50. Employer supplements to workers' compensation benefits are common and usually paid for a maximum of 52 weeks.

e) **Leaves of Absence**

Paid leaves of absence frequently available to organized employees are leave for bereavement or serious illness in the immediate family (usually three days), witness or jury duty leave, and personal health care leave (usually maximum of 16 hours annually). Popular unpaid leaves include personal leave (on good reason), leave for general union business, leave to hold a temporary full-time position with the union or to hold elected public office, and parental leave. In terms of parental leave, the maternity and adoption leave standard is now six months with little or no service requirement and accumulation of seniority during leave. Twelve weeks is also popular for adoption leave. Paternity leave basically remains at the legislated level of six weeks.

f) **Miscellaneous Provisions**

Severance pay, often in the amount of one week's pay per year of service, is customary and mainly available for severance due to technological change or job abolishment. Required uniforms or protective clothing and the upkeep of this clothing is usually provided to the employee at no cost. The prevalent travel allowance paid when employees use their private vehicle for employer business is in the range of 30 to 34 cents a mile, often with a minimum local trip allowance of $2.50.

g) **Part-time Employees**

Although there were slight improvements this year, the application of working conditions and proration of benefits for part-time employees is still an issue that is unclear in current agreements. The majority of agreements cover various types of part-time employees and the application of provisions often varies by type, particularly in the area of health and welfare benefits. Generally, we have been able to establish that most part-time employees have probationary periods that are equal to those of full-time employees in hours worked; are eligible for wage increments based on hours worked; qualify for overtime pay after exceeding regular full-time hours; and get rest periods, shift differential and sick leave.

h) **Historical Trends**

Because the types of agreements vary in each annual sample, historical trends for many provisions have been erratic. However, some provisions have shown more decided and established trends. The following provisions showed definite upward trends in terms of employees covered:

- agreements with three and four-year terms;
- contracting out prohibited or restricted;
- personal floating holidays;
- less service for four weeks' vacation;
- Saturday and Sunday work premiums;
- severance pay for severance due to technological change and job abolishment;
- severance pay calculated at one week's pay per year of service;
- progressive overtime rates;
- long-term disability, dental, vision care, and extended medical benefit plans;
- weekly indemnity plans supplemented by a limited amount of sick-leave credits to cover the waiting period;
- employment extensions beyond retirement age;
- paid personal health-care and bereavement leave;
- longer maternity and adoption leaves with less service required to qualify and accumulation of seniority during leave;
- proration of benefits for part-time employees; and
- lump-sum payments in lieu of wage increases.

These provisions have shown downward trends in the past five years:

- conversion of unused sick-leave credits on termination;
- education leave;
- equal pay and affirmative action clauses;
- COLA clauses; and
- layoff or termination notice and the maximum notice specified.

i) **Innovative Provisions**

Although still rare, a few innovative provisions or provisions of current interest are beginning to appear in Saskatchewan agreements. For example, there were 12 agreements with sexual harassment clauses in this year's study; eight agreements which mentioned equal pay for work of equal value; two agreements that restricted smoking; 11 agreements with a VDT clause; 16 agreements with a vision-care plan (sometimes included in the extended medical plan); a few agreements with RRSPs in lieu of pension plans; 24 agreements with 12-hour shifts; six agreements that prevent strikes or lockouts while negotiating a new agreement; and four agreements that prevent discrimination due to political activity, two due to parental status and 18 due to sexual orientation or preference.

Data Tables

SECTION 1
COLLECTIVE AGREEMENT INFORMATION

FIELD 0010 TERM OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
LESS THAN 12 MONTHS	0	0.00	0	0.00
1 YEAR	14	8.86	936	4.20
MORE THAN 1 YEAR, LESS THAN 2	5	3.16	120	0.54
2 YEARS	53	33.54	2,152	9.66
MORE THAN 2 YEARS	86	54.43	19,076	85.60
T O T A L	158	100.00	22,284	100.00

FIELD 0060 SIZE OF BARGAINING UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
1 - 25 EMPLOYEES	83	52.53	1,070	4.80
26 - 50 EMPLOYEES	22	13.92	787	3.53
51 - 100 EMPLOYEES	17	10.76	1,274	5.72
101 - 200 EMPLOYEES	13	8.23	1,758	7.89
201 - 500 EMPLOYEES	15	9.49	5,032	22.58
501 - 1000 EMPLOYEES	3	1.90	2,719	12.20
1001 - 5000 EMPLOYEES	5	3.16	9,644	43.28
MORE THAN 5000 EMPLOYEES	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

S E C T I O N 2
MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 0100 **MANAGEMENT RIGHTS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	42	26.58	4,224	18.96
WITHOUT RESIDUAL RIGHTS	69	43.67	12,811	57.49
WITH RESIDUAL RIGHTS	47	29.75	5,249	23.56
T O T A L	158	100.00	22,284	100.00

FIELD 0120 **TYPE OF SHOP**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	3	1.90	54	0.24
CLOSED SHOP	4	2.53	739	3.32
UNION SHOP	18	11.39	639	2.87
MODIFIED UNION SHOP				
-WITHOUT RAND FORMULA CHECKOFF	50	31.65	6,951	31.19
-WITH RAND FORMULA CHECKOFF	82	51.90	13,810	61.97
OTHER	1	0.63	91	0.41
T O T A L	158	100.00	22,284	100.00

FIELD 0160 **RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGO**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	133	84.18	19,810	88.90
CROSS PICKET LINES	15	9.49	515	2.31
HOT CARGOES	2	1.27	33	0.15
BOTH	8	5.06	1,926	8.64
T O T A L	158	100.00	22,284	100.00

FIELD 0200 **AGREEMENT DISTRIBUTION TO EMPLOYEES**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	126	79.75	19,966	89.60
COST OF REPRODUCTION:				
-PAID BY EMPLOYER	9	5.70	918	4.12
-SHARED WITH UNION	10	6.33	873	3.92
-PAID BY UNION	0	0.00	0	0.00
-NOT SPECIFIED	13	8.23	527	2.36
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

S E C T I O N 3
EMPLOYEE SECURITY

A. SENIORITY

FIELD 1060 **MAXIMUM RETENTION OF SENIORITY/ RECALL RIGHTS DURING LAYOFF**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	41	25.95	2,266	10.17
LESS THAN 6 MONTHS	2	1.27	33	0.15
6 MONTHS	17	10.76	3,435	15.41
7-11 MONTHS	7	4.43	237	1.06
12 MONTHS	52	32.91	11,104	49.83
13 - 23 MONTHS	11	6.96	273	1.23
24 MONTHS (2 YRS)	24	15.19	4,779	21.45
MORE THAN 2 YEARS	2	1.27	123	0.55
RELATED TO AMOUNT OF SENIORITY, NO MAXIMUM SPECIFIED	2	1.27	34	0.15
CANNOT DETERMINE	0	0.00	0	0.00
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 1070 **TIME LIMIT TO EXERCISE BUMPING RIGHTS**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	106	67.09	5,764	25.87
LESS THAN 5 DAYS	1	0.63	6	0.03
5 DAYS (1 WEEK)	3	1.90	1,474	6.61
MORE THAN 5 DAYS	8	5.06	947	4.25
NOT SPECIFIED	40	25.32	14,093	63.24
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 1140 MAXIMUM RETENTION OF SENIORITY RIGHTS ON PERMANENT APPOINTMENT/TRANSFER TO OUT-OF-SCOPE POSITION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	113	71.52	14,455	64.87
LESS THAN 6 MONTHS	8	5.06	3,045	13.66
6 MONTHS	9	5.70	537	2.41
7-11 MONTH	0	0.00	0	0.00
12 MONTHS	7	4.43	209	0.94
MORE THAN 12 MONTHS	2	1.27	56	0.25
INDEFINITE/NO MAXIMUM	17	10.76	3,864	17.34
OTHER	2	1.27	118	0.53
T O T A L	158	100.00	22,284	100.00

B. JOB PROTECTION & RELATED PROVISIONS

FIELD 1500 PROBATIONARY PERIOD FOR NEW EMPLOYEES (CALENDAR DAYS)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	5.70	1,035	4.64
LESS THAN 60 DAYS	18	11.39	1,174	5.27
60 DAYS (2 MOS)	10	6.33	3,539	15.88
61-89 DAYS	10	6.33	1,821	8.17
90 DAYS (3 MOS)	45	28.48	5,925	26.59
91-179 DAYS	11	6.96	1,989	8.93
180 DAYS (6 MOS)	31	19.62	1,559	7.00
181-364 DAYS	2	1.27	86	0.39
365 DAYS (1 YR)	8	5.06	1,566	7.03
VARIES BY TYPE OF EMPLOYEE OR CIRCUMSTANCES	14	8.86	3,590	16.11
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 1505 **PROBATIONARY PERIOD FOR PART-TIME EMPLOYEES**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	113	71.52	9,892	44.39
EQUIVALENT TO FULL-TIME EMPLOYEES IN HOURS/DAYS WORKED	26	16.46	4,922	22.09
LESS THAN FULL-TIME EQUIVALENT	13	8.23	6,013	26.98
MORE THAN FULL-TIME EQUIVALENT	3	1.90	41	0.18
NOT SPECIFIED	1	0.63	134	0.60
OTHER	2	1.27	1,282	5.75
T O T A L	158	100.00	22,284	100.00

FIELD 1510 **TRIAL PERIOD ON PROMOTION, TRANSFER, RECLASSIFICATION, ETC. (CALENDAR DAYS)**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	58	36.71	2,976	13.35
LESS THAN 60 DAYS	24	15.19	2,021	9.07
60 DAYS (2 MOS)	18	11.39	8,805	39.51
61-89 DAYS	1	0.63	60	0.27
90 DAYS (3 MOS)	34	21.52	3,087	13.85
91-179 DAYS	3	1.90	136	0.61
180 DAYS (6 MOS)	13	8.23	1,960	8.80
181-364 DAYS	0	0.00	0	0.00
365 DAYS (1 YR)	0	0.00	0	0.00
VARIES BY TYPE OF EMPLOYEE OR CIRCUMSTANCES	5	3.16	2,915	13.08
OTHER	2	1.27	324	1.45
T O T A L	158	100.00	22,284	100.00

FIELD 1520 **NOTICE OF LAYOFF**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	52	32.91	4,135	18.56
LESS THAN LEGISLATION	31	19.62	2,497	11.21
SAME AS LEGISLATION	33	20.89	1,459	6.55
BETTER THAN LEGISLATION	11	6.96	8,491	38.10
STATES 'ACCORDING TO LEGISLATION'	28	17.72	5,539	24.86
OTHER	3	1.90	163	0.73
T O T A L	158	100.00	22,284	100.00

FIELD 1530 MAXIMUM LAYOFF NOTICE SPECIFIED

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	34.18	4,159	18.66
LESS THAN 2 WEEKS	21	13.29	973	4.37
2 WEEKS (10-14 DAYS)	5	3.16	57	0.26
3 WEEKS (15-21 DAYS)	1	0.63	361	1.62
4 WEEKS (1 MONTH)	5	3.16	157	0.70
5-7 WEEKS	0	0.00	0	0.00
8 WEEKS (2 MOS)	38	24.05	2,686	12.05
MORE THAN 8 WEEKS	1	0.63	91	0.41
NOT SPECIFIED	1	0.63	960	4.31
STATES 'ACCORDING TO LEGISLATION'	30	18.99	11,014	49.43
OTHER	2	1.27	1,826	8.19
T O T A L	158	100.00	22,284	100.00

FIELD 1535 MAXIMUM DURATION OF LAYOFF BEFORE NOTICE APPLIES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	34.18	4,159	18.66
LESS THAN 6 DAYS	16	10.13	1,902	8.54
6 DAYS	7	4.43	835	3.75
MORE THAN 6 DAYS	0	0.00	0	0.00
NO MINIMUM/NOT SPECIFIED	76	48.10	14,873	66.74
OTHER	5	3.16	515	2.31
T O T A L	158	100.00	22,284	100.00

FIELD 1540 NOTICE OF TERMINATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	83	52.53	15,291	68.62
LESS THAN LEGISLATION	30	18.99	4,338	19.47
SAME AS LEGISLATION	28	17.72	1,010	4.53
BETTER THAN LEGISLATION	4	2.53	270	1.21
STATES 'ACCORDING TO LEGISLATION'	12	7.59	1,365	6.13
OTHER	1	0.63	10	0.04
T O T A L	158	100.00	22,284	100.00

FIELD 1545 MAXIMUM TERMINATION NOTICE SPECIFIED

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	84	53.16	15,405	69.13
LESS THAN 2 WEEKS	7	4.43	202	0.91
2 WEEKS (10-14 DAYS)	7	4.43	520	2.33
3 WEEKS (15-21 DAYS)	1	0.63	16	0.07
4 WEEKS (1 MONTH)	16	10.13	3,614	16.22
5-7 WEEKS	0	0.00	0	0.00
8 WEEKS (2 MOS)	31	19.62	1,254	5.63
MORE THAN 8 WEEKS	0	0.00	0	0.00
NOT SPECIFIED	1	0.63	10	0.04
STATES 'ACCORDING TO LEGISLATION'	11	6.96	1,263	5.67
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 1560 NOTICE OF LAYOFF OR TERMINATION FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	138	87.34	16,303	73.16
PROVISION FOR: LAYOFF NOTICE	4	2.53	3,148	14.13
TERMINATION NOTICE	6	3.80	2,019	9.06
BOTH	6	3.80	668	3.00
NOT ENTITLED TO EITHER ONE	4	2.53	146	0.66
T O T A L	158	100.00	22,284	100.00

FIELD 1570 MISCELLANEOUS PART-TIME PROVISIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
1570 ELIGIBLE FOR WAGE INCREMENTS	34	21.52	15,189	68.16
1571 RESTRICTION ON EMPLOYMENT/USE OF PART-TIME EMPLOYEES	37	23.42	12,534	56.25
1572 AUTOMATIC RECLASSIFICATION TO FULL-TIME/PERMANENT STATUS AFTER SPECIFIED TIME PERIOD	9	5.70	620	2.78

FIELD 1575 RESTRICTION ON LENGTH OF TEMPORARY APPOINTMENTS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	128	81.01	12,721	57.09
LESS THAN 6 MONTHS	8	5.06	584	2.62
6 MONTHS	8	5.06	2,210	9.92
7-11 MONTHS	0	0.00	0	0.00
12 MONTHS	12	7.59	6,337	28.44
MORE THAN 12 MONTHS	1	0.63	342	1.53
OTHER	1	0.63	90	0.40
T O T A L	158	100.00	22,284	100.00

FIELD 1600 ALTERNATE EMPLOYMENT FOR OLDER OR DISABLED WORKERS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	107	67.72	8,755	39.29
DISABLED WORKERS	40	25.32	12,859	57.71
OLDER WORKERS	0	0.00	0	0.00
BOTH	11	6.96	670	3.01
T O T A L	158	100.00	22,284	100.00

FIELD 1660 RESTRICTION ON WORK BY NON-BARGAINING UNIT EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	100	63.29	16,183	72.62
PROVISION	58	36.71	6,101	27.38
T O T A L	158	100.00	22,284	100.00

FIELD 1680 **CONTRACTING OUT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	101	63.92	9,111	40.89
PROHIBITED	35	22.15	4,684	21.02
PERMITTED-WITH RESTRICTIONS	19	12.03	8,442	37.88
-WITHOUT RESTRICTIONS	0	0.00	0	0.00
OTHER	3	1.90	47	0.21
T O T A L	158	100.00	22,284	100.00

FIELD 1700 **NO DISCRIMINATION CLAUSE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	39	24.68	4,062	18.23
PROVISION	119	75.32	18,222	81.77
T O T A L	158	100.00	22,284	100.00

BY REASON OF:

FIELD 1730 **(GROUP A)**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
1730 AGE	62	39.24	13,244	59.43
1731 SEX/GENDER	87	55.06	15,002	67.32
1732 RACE/ETHNIC ORIGIN/ANCESTRY	91	57.59	15,080	67.67
1733 CREED	77	48.73	11,223	50.36
1734 COLOUR	89	56.33	12,793	57.41
1735 NATIONAL ORIGIN/PLACE OF ORIGIN	66	41.77	10,976	49.26
1736 RELIGIOUS AFFILIATION/BELIEFS	77	48.73	14,256	63.97
1737 MARITAL STATUS	53	33.54	13,328	59.81
1738 PHYSICAL HANDICAP/DISABILITY	18	11.39	3,867	17.35
1739 UNION MEMBERSHIP/NON-MEMBERSHIP	79	50.00	12,962	58.17
1740 UNION ACTIVITY/NON-ACTIVITY	80	50.63	15,817	70.98
1741 LAWFUL UNION ACTIVITY	8	5.06	795	3.57

FIELD 1750 **(GROUP B)**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
1750 POLITICAL AFFILIATION/BELIEFS	66	41.77	11,916	53.47
1751 POLITICAL ACTIVITY	4	2.53	48	0.22
1752 SEXUAL ORIENTATION/PREFERENCE	18	11.39	2,909	13.05
1753 FAMILY RELATIONSHIP	5	3.16	154	0.69
1754 PARENTAL STATUS	2	1.27	61	0.27
1755 PLACE OF RESIDENCE	28	17.72	8,018	35.98
1756 ANY REASON/'ANY OTHER REASON'	11	6.96	597	2.68
1757 STATES 'ACCORDING TO LEGISLATION'	2	1.27	20	0.09
1758 OTHER	11	6.96	1,897	8.51

SECTION 4
GRIEVANCE PROCEDURE

FIELD 2100 **ARBITRATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	2	1.27	52	0.23
SINGLE ARBITRATOR	21	13.29	1,886	8.46
ARBITRATION BOARD (TRIPARTITE)	92	58.23	11,310	50.75
CHOICE OF ALTERNATIVES	23	14.56	7,751	34.78
STATES 'ACCORDING TO LEGISLATION'	18	11.39	1,164	5.22
NOT SPECIFIED	2	1.27	121	0.54
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 2120 **SPECIFIC ARBITRATORS OR CHAIRPERSON OF ARBITRATION BOARD**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	135	85.44	18,658	83.73
NAMED IN AGREEMENT	17	10.76	2,739	12.29
LIST MENTIONED, NAME(S) NOT SPECIFIED	6	3.80	887	3.98
T O T A L	158	100.00	22,284	100.00

FIELD 2130 **SELECTOR OF ARBITRATOR/CHAIRPERSON ON FAILURE TO NOMINATE/AGREE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	19	12.03	1,951	8.76
MINISTER/DEPT OF LABOUR	77	48.73	7,012	31.47
DEAN OF LAW U OF S	3	1.90	150	0.67
CHAIRMAN LABOUR RELATIONS BOARD	7	4.43	482	2.16
CHIEF JUSTICE COURT OF QUEENS BENCH	6	3.80	100	0.45
JUDGE COURT OF QUEENS BENCH/ APPEAL	5	3.16	2,061	9.25
LIEUTENANT GOVERNOR IN COUNCIL	1	0.63	16	0.07
NAMED IN AGREEMENT OR LIST MENTIONED	14	8.86	2,906	13.04
OTHER	20	12.66	5,275	23.67
CHOICE/COMBINATION	6	3.80	2,331	10.46
T O T A L	158	100.00	22,284	100.00

FIELD 2135 **NO-STRIKE/NO-LOCKOUT CLAUSE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	74	46.84	14,758	66.23
APPLIES-DURING TERM OF AGREEMENT (LEGISLATION)	78	49.37	7,293	32.73
-WHILE NEGOTIATING SUBSEQUENT AGREEMENT	0	0.00	0	0.00
BOTH	6	3.80	233	1.05
T O T A L	158	100.00	22,284	100.00

FIELD 2140 **DURATION OF ADVERSE REPORTS ON EMPLOYEE RECORDS (NO RECURRENCE OF INFRACTION)**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	111	70.25	8,014	35.96
LESS THAN 12 MONTHS	3	1.90	140	0.63
12 MONTHS	11	6.96	337	1.51
13 TO 23 MONTHS	1	0.63	14	0.06
24 MONTHS (2 YRS)	8	5.06	2,167	9.72
25 TO 35 MONTHS	0	0.00	0	0.00
36 MONTHS (3 YRS)	13	8.23	8,232	36.94
MORE THAN 36 MONTHS	2	1.27	1,550	6.96
VARIES DEPENDING ON CIRCUMSTANCES	8	5.06	1,813	8.14
OTHER	1	0.63	17	0.08
T O T A L	158	100.00	22,284	100.00

S E C T I O N 5
HOURS OF WORK

AVERAGE/NORMAL WEEKLY HOURS:

FIELD 2540 **(A) NON-OFFICE EMPLOYEES**

	AGREEMENTS NO.	%
NOT MENTIONED/SPECIFIED	3	1.90
LESS THAN 36 HOURS	6	3.80
36:00-36:59	4	2.53
37:00-37:59	22	13.92
38:00-38:59	5	3.16
39:00-39:59	2	1.27
40 HOURS	100	63.29
MORE THAN 40 HOURS	4	2.53
NOT APPLICABLE	10	6.33
OTHER	2	1.27
T O T A L	158	100.00

FIELD 2600 **(B) OFFICE EMPLOYEES**

	AGREEMENTS NO.	%
NOT MENTIONED/SPECIFIED	1	0.63
LESS THAN 36 HOURS	16	10.13
36:00-36:59	16	10.13
37:00-37:59	21	13.29
38:00-38:59	3	1.90
39:00-39:59	2	1.27
40 HOURS	21	13.29
MORE THAN 40 HOURS	0	0.00
NOT APPLICABLE	77	48.73
OTHER	1	0.63
T O T A L	158	100.00

FIELD 2620 TYPE(S) OF WORK SCHEDULES

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
2620	REGULAR MON-FRI DAY WORK	69	43.67	8,347	37.46
2621	NIGHT WORK/SHIFTS	89	56.33	20,052	89.98
2622	SATURDAY WORK	62	39.24	18,515	83.09
2623	SUNDAY WORK	55	34.81	16,956	76.09
2624	AVERAGING SCHEDULE/UNREGULATED	51	32.28	15,309	68.70
2625	SPLIT SHIFTS	7	4.43	268	1.20
2626	FLEX TIME	9	5.70	3,751	16.83
2627	ONE DAY OF REST IN SEVEN	4	2.53	206	0.92
2628	CONSECUTIVE DAYS OF REST	50	31.65	14,450	64.84
2629	-ONE IS SUNDAY	13	8.23	1,062	4.77
	COMPRESSED SCHEDULES:				
2640	5-4	11	6.96	2,693	12.08
2641	5-5-4	15	9.49	3,749	16.82
2642	5-5-5-4	3	1.90	1,699	7.62
2643	10-HOUR SHIFTS/4-DAY WEEK	25	15.82	2,239	10.05
2644	12-HOUR SHIFTS	24	15.19	7,997	35.89
2645	OTHER BANKING SCHEDULE	31	19.62	14,036	62.99

FIELD 2660 SHIFT-CHANGE NOTICE, FULL-TIME WORKERS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	125	79.11	17,126	76.85
LESS THAN 48 HOURS	19	12.03	1,918	8.61
48 HOURS	10	6.33	2,861	12.84
MORE THAN 48 HOURS	4	2.53	379	1.70
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 2670 SHIFT-CHANGE NOTICE, PART-TIME WORKERS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	149	94.30	17,959	80.59
LESS THAN 48 HOURS	5	3.16	325	1.46
48 HOURS	3	1.90	3,040	13.64
MORE THAN 48 HOURS	1	0.63	960	4.31
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 2680 **DAILY PAID REST PERIODS (COFFEE BREAKS)**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	40	25.32	2,289	10.27
TWO 10 MIN BREAKS	17	10.76	2,016	9.05
12 MIN BREAKS	0	0.00	0	0.00
15 MIN BREAKS	89	56.33	16,802	75.40
20 MIN BREAKS	3	1.90	31	0.14
NOT SPECIFIED	7	4.43	727	3.26
OTHER	2	1.27	419	1.88
T O T A L	158	100.00	22,284	100.00

FIELD 2700 **REST PERIOD(S) BEFORE/DURING OVERTIME**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	125	79.11	17,786	79.82
PROVISION	33	20.89	4,498	20.18
T O T A L	158	100.00	22,284	100.00

FIELD 2710 **PAID REST PERIODS FOR PART-TIME EMPLOYEES**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	136	86.08	12,392	55.61
ENTITLED ON THE SAME BASIS AS FULL-TIME EMPLOYEES BASED ON HOURS WORKED	22	13.92	9,892	44.39
NOT ENTITLED	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 2740 REPORTING PAY GUARANTEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	94	59.49	8,435	37.85
2 HOURS	3	1.90	769	3.45
3 HOURS (LEGISLATION)	17	10.76	7,203	32.32
4 HOURS (1/2 DAY)	32	20.25	2,847	12.78
5-7 HOURS	0	0.00	0	0.00
FULL SHIFT/8 HOURS	5	3.16	2,047	9.19
DEPENDS ON WHETHER EMPLOYEE WORKS	5	3.16	961	4.31
OTHER	2	1.27	22	0.10
T O T A L	158	100.00	22,284	100.00

FIELD 2760 CALL-IN PAY GUARANTEE FOR PART-TIME EMPLOYEES (EXCLUDING STUDENTS)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	145	91.77	20,396	91.53
LESS THAN 3 HOURS	0	0.00	0	0.00
3 HOURS (LEGISLATION)	7	4.43	1,354	6.08
4 HOURS	6	3.80	534	2.40
MORE THAN 4 HOURS	0	0.00	0	0.00
VARIES DEPENDING ON WHETHER EMPLOYEE WORKS OR OTHER CIRCUMSTANCES	0	0.00	0	0.00
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

S E C T I O N 6
OVERTIME PAY

FIELD 3000 **RATE AFTER NORMAL DAILY HOURS**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	4	2.53	176	0.79
SINGLE RATES:				
TIME AND ONE-HALF (LEGISLATION)	40	25.32	1,743	7.82
TIME AND THREE-QUARTERS	0	0.00	0	0.00
DOUBLE TIME	23	14.56	5,570	25.00
MORE THAN DOUBLE TIME	0	0.00	0	0.00
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
1 HOUR	1	0.63	9	0.04
2 HOURS	22	13.92	914	4.10
3 HOURS	24	15.19	3,145	14.11
4 HOURS	39	24.68	9,557	42.89
MORE THAN 4 HOURS	3	1.90	1,132	5.08
INITIAL RATE MORE THAN 1 1/2 FOLLOWED BY A HIGHER RATE	0	0.00	0	0.00
INITIAL RATE FOLLOWED BY TWO HIGHER PROGRESSIVE RATES	0	0.00	0	0.00
VARIES BY TYPE OF EMPLOYEE	1	0.63	12	0.05
CANNOT DETERMINE	0	0.00	0	0.00
STATES 'ACCORDING TO LEGISLATION'	1	0.63	26	0.12
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 3040 RATE ON SATURDAY OR FIRST DAY OF REST

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	37	23.42	1,049	4.71
SINGLE RATES:				
TIME AND ONE-HALF	24	15.19	2,203	9.89
TIME AND THREE-QUARTERS	0	0.00	0	0.00
DOUBLE TIME	52	32.91	16,435	73.75
MORE THAN DOUBLE TIME	0	0.00	0	0.00
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
1 HOUR	1	0.63	9	0.04
2 HOURS	6	3.80	197	0.88
3 HOURS	11	6.96	535	2.40
4 HOURS	17	10.76	1,390	6.24
MORE THAN 4 HOURS	7	4.43	419	1.88
INITIAL RATE MORE THAN 1 1/2 FOLLOWED BY A HIGHER RATE	0	0.00	0	0.00
INITIAL RATE FOLLOWED BY TWO HIGHER PROGRESSIVE RATES	0	0.00	0	0.00
VARIES BY TYPE OF EMPLOYEE	0	0.00	0	0.00
CANNOT DETERMINE	0	0.00	0	0.00
STATES 'ACCORDING TO LEGISLATION'	1	0.63	26	0.12
OTHER	2	1.27	21	0.09
T O T A L	158	100.00	22,284	100.00

FIELD 3060 **RATE ON SUNDAY OR SECOND DAY OF REST**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	25.32	1,457	6.54
SINGLE RATES:				
TIME AND ONE-HALF	6	3.80	421	1.89
TIME AND THREE-QUARTERS	0	0.00	0	0.00
DOUBLE TIME	93	58.86	19,084	85.64
MORE THAN DOUBLE TIME	1	0.63	6	0.03
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
1 HOUR	0	0.00	0	0.00
2 HOURS	5	3.16	123	0.55
3 HOURS	4	2.53	382	1.71
4 HOURS	3	1.90	558	2.50
MORE THAN 4 HOURS	4	2.53	220	0.99
INITIAL RATE MORE THAN 1 1/2 FOLLOWED BY A HIGHER RATE	0	0.00	0	0.00
INITIAL RATE FOLLOWED BY TWO HIGHER PROGRESSIVE RATES	0	0.00	0	0.00
VARIES BY TYPE OF EMPLOYEE	0	0.00	0	0.00
CANNOT DETERMINE	0	0.00	0	0.00
STATES 'ACCORDING TO LEGISLATION'	1	0.63	26	0.12
OTHER	1	0.63	7	0.03
T O T A L	158	100.00	22,284	100.00

FIELD 3065 RATE ON PAID HOLIDAYS (UNSCHEDULED)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	31	19.62	2,072	9.30
SINGLE RATES:				
TIME AND ONE-HALF	63	39.87	4,119	18.48
TIME AND THREE-QUARTERS	1	0.63	20	0.09
DOUBLE TIME	51	32.28	15,163	68.04
MORE THAN DOUBLE TIME	2	1.27	14	0.06
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
1 HOUR	0	0.00	0	0.00
2 HOURS	2	1.27	30	0.13
3 HOURS	4	2.53	390	1.75
4 HOURS	1	0.63	12	0.05
MORE THAN 4 HOURS	0	0.00	0	0.00
INITIAL RATE MORE THAN 1 1/2 FOLLOWED BY A HIGHER RATE	0	0.00	0	0.00
INITIAL RATE FOLLOWED BY TWO HIGHER PROGRESSIVE RATES	0	0.00	0	0.00
VARIES BY TYPE OF EMPLOYEE	0	0.00	0	0.00
CANNOT DETERMINE	2	1.27	438	1.97
STATES 'ACCORDING TO LEGISLATION'	1	0.63	26	0.12
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 3070 NO SUSPENSION OF WORK DURING REGULAR HOURS TO AVOID PAYMENT OF OVERTIME

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	125	79.11	20,713	92.95
MENTIONED	33	20.89	1,571	7.05
T O T A L	158	100.00	22,284	100.00

FIELD 3080 CHOICE OF TIME OFF OR PAY AT APPLICABLE OVERTIME RATES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	108	68.35	7,736	34.72
PROVISION	50	31.65	14,548	65.28
T O T A L	158	100.00	22,284	100.00

FIELD 3140 **MEAL OR MEAL ALLOWANCE ON OVERTIME, CALLBACK, ETC.**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	113	71.52	16,397	73.58
LESS THAN $4	6	3.80	354	1.59
$4 TO $4.99	1	0.63	17	0.08
$5 TO $5.99	5	3.16	207	0.93
$6 TO $6.99	6	3.80	553	2.48
$7 TO $7.99	4	2.53	288	1.29
$8 TO $8.99	2	1.27	64	0.29
$9.00 OR MORE	1	0.63	16	0.07
MEAL PROVIDED, AMOUNT NOT SPECIFIED	18	11.39	4,298	19.29
OTHER	2	1.27	90	0.40
T O T A L	158	100.00	22,284	100.00

FIELD 3150 **CALL-BACK PAY GUARANTEE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	41	25.95	1,839	8.25
GREATER OF 3 HOURS OR HOURS WORKED AT OVERTIME RATES	7	4.43	261	1.17
GREATER OF 4 HOURS OR HOURS WORKED AT OVERTIME RATES	14	8.86	3,066	13.76
2 HOURS	2	1.27	123	0.55
3 HOURS	3	1.90	339	1.52
4 HOURS	4	2.53	233	1.05
2 HOURS AT OVERTIME RATES	37	23.42	12,956	58.14
3 HOURS AT OVERTIME RATES	31	19.62	2,487	11.16
4 HOURS AT OVERTIME RATES	10	6.33	757	3.40
VARIES DEPENDING ON TIME/DAY	2	1.27	24	0.11
OTHER	7	4.43	199	0.89
T O T A L	158	100.00	22,284	100.00

FIELD 3160 **TRANSPORTATION/ALLOWANCE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	138	87.34	13,130	58.92
FOR CALL-BACK/OVERTIME	10	6.33	6,365	28.56
FOR CERTAIN SHIFTS/HOURS	7	4.43	96	0.43
BOTH	3	1.90	2,693	12.08
T O T A L	158	100.00	22,284	100.00

FIELD 3180 OVERTIME PAY FOR PART-TIME EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	131	82.91	13,643	61.22
OVERTIME RATES APPLY FOR HOURS WORKED IN EXCESS OF:				
-REGULAR DAILY/WEEKLY FULL-TIME HOURS	25	15.82	8,172	36.67
-SCHEDULED OR POSTED PART-TIME HOURS	0	0.00	0	0.00
OTHER	2	1.27	469	2.10
T O T A L	158	100.00	22,284	100.00

SECTION 7
PREMIUM PAY

FIELD 3500 SECOND-SHIFT DIFFERENTIAL

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	68	43.04	2,418	10.85
CENTS PER HOUR:				
LESS THAN 20	0	0.00	0	0.00
20-39	21	13.29	1,361	6.11
40-49	16	10.13	2,082	9.34
50-59	19	12.03	3,768	16.91
60-69	14	8.86	6,753	30.30
70-79	6	3.80	2,528	11.34
80 OR MORE	2	1.27	100	0.45
FLAT AMOUNT PER SHIFT	5	3.16	1,229	5.52
PERCENT OF REGULAR PAY	2	1.27	64	0.29
REDUCED HOURS AT FULL PAY	0	0.00	0	0.00
COMBINATION	4	2.53	1,964	8.81
OTHER	1	0.63	17	0.08
T O T A L	158	100.00	22,284	100.00

FIELD 3520 THIRD-SHIFT DIFFERENTIAL

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	70	44.30	2,220	9.96
CENTS PER HOUR:				
LESS THAN 20	1	0.63	90	0.40
20-39	13	8.23	717	3.22
40-49	15	9.49	2,118	9.50
50-59	20	12.66	4,005	17.97
60-69	13	8.23	6,656	29.87
70-79	7	4.43	2,653	11.91
80 OR MORE	6	3.80	264	1.18
FLAT AMOUNT PER SHIFT	7	4.43	1,523	6.83
PERCENT OF REGULAR PAY	1	0.63	57	0.26
REDUCED HOURS AT FULL PAY	0	0.00	0	0.00
COMBINATION	4	2.53	1,964	8.81
OTHER	1	0.63	17	0.08
T O T A L	158	100.00	22,284	100.00

FIELD 3540 SHIFT DIFFERENTIAL FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	139	87.97	9,726	43.65
APPLIES TO: ALL/SOME PART-TIME EMPLOYEES	17	10.76	12,450	55.87
FULL-TIME EMPLOYEES ONLY	2	1.27	108	0.48
T O T A L	158	100.00	22,284	100.00

FIELD 3560 HIGHER-SERVICE PAY: MINIMUM TIME REQUIREMENT TO QUALIFY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	42	26.58	2,460	11.04
NO MINIMUM SPECIFIED	43	27.22	3,588	16.10
LESS THAN ONE DAY	17	10.76	2,941	13.20
ONE DAY/SHIFT	26	16.46	9,210	41.33
TWO DAYS	6	3.80	261	1.17
THREE DAYS	5	3.16	2,114	9.49
MORE THAN THREE DAYS	12	7.59	1,427	6.40
VARIES DEPENDING ON CIRCUMSTANCES	5	3.16	146	0.66
OTHER	2	1.27	137	0.61
T O T A L	158	100.00	22,284	100.00

FIELD 3600 SUNDAY-WORK PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	132	83.54	16,843	75.58
LESS THAN $1.00	9	5.70	2,485	11.15
$1.00	6	3.80	675	3.03
MORE THAN $1.00	3	1.90	471	2.11
OTHER	8	5.06	1,810	8.12
T O T A L	158	100.00	22,284	100.00

FIELD 3620 **SATURDAY-WORK PREMIUM**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	142	89.87	17,081	76.65
LESS THAN $1.00	7	4.43	2,378	10.67
$1.00	1	0.63	191	0.86
MORE THAN $1.00	2	1.27	110	0.49
OTHER	6	3.80	2,524	11.33
T O T A L	158	100.00	22,284	100.00

FIELD 3701 **MISCELLANEOUS PREMIUMS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
3701 RESPONSIBILITY (LEAD/CHARGE HAND, ACTING FOREMAN/ SUPERVISOR,ETC)	53	33.54	7,495	33.63
3702 STAND-BY/ON CALL	28	17.72	12,017	53.93
3703 HAZARDOUS WORK	11	6.96	3,967	17.80
3704 DIRTY WORK	8	5.06	1,775	7.97
3705 CONSECUTIVE WEEKEND	10	6.33	10,448	46.89
3706 SCHEDULED WORK-PAID HOLIDAY	33	20.89	13,230	59.37
3707 LONG SERVICE	11	6.96	2,272	10.20
3708 SAFETY (1ST AID/FIRE CREW ETC)	5	3.16	715	3.21
3709 INSTRUCTOR/TRAINER	8	5.06	249	1.12
3710 SPECIAL QUALIFICATIONS (TRADE/ SKILL/CRAFT CERTIFICATE, ETC)	20	12.66	7,108	31.90
3711 OTHER PREMIUM(S)	26	16.46	12,780	57.35

SECTION 8
STATUTORY/PAID HOLIDAYS

FIELD 4000 NUMBER OF PAID HOLIDAYS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	0	0.00	0	0.00
9 DAYS (LEGISLATION)	5	3.16	96	0.43
9 1/2 DAYS	1	0.63	9	0.04
10 DAYS	67	42.41	2,681	12.03
10 1/2 DAYS	2	1.27	36	0.16
11 DAYS	62	39.24	18,248	81.89
11 1/2 DAYS	0	0.00	0	0.00
12 DAYS	12	7.59	671	3.01
12 1/2 DAYS	0	0.00	0	0.00
13 DAYS	4	2.53	151	0.68
13 1/2 DAYS	1	0.63	18	0.08
14 DAYS	0	0.00	0	0.00
14 1/2 DAYS	0	0.00	0	0.00
15 DAYS	2	1.27	363	1.63
MORE THAN 15 DAYS	2	1.27	11	0.05
T O T A L	158	100.00	22,284	100.00

FIELD 4020 NON-LEGISLATED HOLIDAYS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
4020 BOXING DAY	148	93.67	22,132	99.32
4021 EASTER MONDAY	38	24.05	11,292	50.67
4022 NEW YEAR'S EVE DAY (1/2 DAY)	7	4.43	249	1.12
4023 NEW YEAR'S EVE DAY (1 DAY)	2	1.27	158	0.71
4024 CHRISTMAS EVE DAY (1/2)	9	5.70	283	1.27
4025 CHRISTMAS EVE DAY (1 DAY)	8	5.06	846	3.80
FLOATING HOLIDAY:				
4026 NEGOTIATED/EMPLOYER CHOICE -1 DAY	13	8.23	2,616	11.74
4027 -MORE THAN 1 DAY	1	0.63	130	0.58
4028 PERSONAL (EMPLOYEE CHOICE) -1 DAY	14	8.86	3,034	13.62
4029 -MORE THAN 1 DAY	3	1.90	374	1.68
4030 HERITAGE DAY	6	3.80	193	0.87
4031 MID-WINTER (FEBRUARY)	6	3.80	215	0.96
4032 YEAR-END, MORE THAN 1 DAY	3	1.90	18	0.08
4033 CIVIC HOLIDAY	1	0.63	25	0.11
4034 OTHER	11	6.96	2,080	9.33

FIELD 4200 **HOLIDAY PAY FOR PART-TIME EMPLOYEES**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	115	72.78	9,039	40.56
SPECIFIED PERCENTAGE OF EARNINGS IN EACH PAY PERIOD	9	5.70	1,694	7.60
STATES "ACCORDING TO LEGISLATION"	4	2.53	121	0.54
BASED ON HOURS WORKED:				
-IN PRECEDING, CONTINUOUS, SPECIFIED NUMBER OF WEEKS OF WORK (IE. 2-4 WEEKS)	10	6.33	1,788	8.02
-ON SPECIFIED NUMBER OF PRECEDING DAYS WHICH BEAR THE SAME NAME AS THE DAY THE HOLIDAY OCCURS	5	3.16	1,756	7.88
THE GREATER OF TWO OR MORE OF THE ABOVE	12	7.59	7,706	34.58
OTHER	3	1.90	180	0.81
T O T A L	158	100.00	22,284	100.00

SECTION 9
PAID VACATION

SERVICE REQUIREMENT FOR:
FIELD 4520 (A) FOUR WEEKS' VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	0.63	11	0.05
1 - 4 YEARS	10	6.33	2,765	12.41
5 YEARS	19	12.03	2,081	9.34
6 YEARS	8	5.06	6,074	27.26
7 YEARS	4	2.53	410	1.84
8 YEARS	27	17.09	2,485	11.15
9 YEARS	14	8.86	2,211	9.92
10 YEARS (LEGISLATION)	55	34.81	4,619	20.73
MORE THAN 10 YEARS	1	0.63	9	0.04
STATES 'ACCORDING TO LEGISLATION'	15	9.49	1,006	4.51
OTHER	4	2.53	613	2.75
T O T A L	158	100.00	22,284	100.00

FIELD 4540 (B) FIVE WEEKS' VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	16.46	1,357	6.09
LESS THAN 10 YEARS	4	2.53	110	0.49
10-14 YEARS	23	14.56	905	4.06
15 YEARS	13	8.23	1,107	4.97
16 YEARS	3	1.90	1,304	5.85
17 YEARS	15	9.49	6,597	29.60
18 YEARS	12	7.59	1,986	8.91
19 YEARS	5	3.16	84	0.38
20 YEARS	42	26.58	8,201	36.80
MORE THAN 20 YEARS	13	8.23	336	1.51
OTHER	2	1.27	297	1.33
T O T A L	158	100.00	22,284	100.00

FIELD 4560 (C) SIX WEEKS' VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	88	55.70	3,310	14.85
LESS THAN 20 YEARS	14	8.86	794	3.56
20-24 YEARS	14	8.86	2,129	9.55
25 YEARS	9	5.70	3,030	13.60
26 YEARS	1	0.63	9	0.04
27 YEARS	5	3.16	275	1.23
28 YEARS	0	0.00	0	0.00
29 YEARS	1	0.63	20	0.09
30 YEARS	26	16.46	12,717	57.07
MORE THAN 30 YEARS	0	0.00	0	0.00
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 4580 (D) SEVEN WEEKS' VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	145	91.77	21,377	95.93
LESS THAN 20 YEARS	0	0.00	0	0.00
20-24 YEARS	8	5.06	526	2.36
25 OR MORE	5	3.16	381	1.71
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 4600 (E) EIGHT WEEKS' VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	157	99.37	22,278	99.97
MENTIONED	1	0.63	6	0.03
T O T A L	158	100.00	22,284	100.00

FIELD 4620 MAXIMUM PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	2	1.27	135	0.61
3 WEEKS	1	0.63	11	0.05
4 WEEKS	22	13.92	630	2.83
5 WEEKS	62	39.24	1,953	8.76
6 WEEKS	56	35.44	18,047	80.99
7 WEEKS	11	6.96	786	3.53
8 WEEKS	1	0.63	6	0.03
OTHER	3	1.90	716	3.21
T O T A L	158	100.00	22,284	100.00

FIELD 4640 GRADUATED VACATION ENTITLEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	153	96.84	21,630	97.07
PROVISION	5	3.16	654	2.93
T O T A L	158	100.00	22,284	100.00

FIELD 4760 SUPPLEMENTARY VACATION/BONUS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	120	75.95	14,565	65.36
SUPPLEMENTARY PAID VACATION (DAYS)	25	15.82	5,965	26.77
VACATION BONUS (MONEY)	8	5.06	935	4.20
BOTH	2	1.27	396	1.78
CHOICE	3	1.90	423	1.90
T O T A L	158	100.00	22,284	100.00

FIELD 4770 DEFERRED VACATION BY APPROVED LEAVE OF ABSENCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	103	65.19	7,271	32.63
PROVISION	55	34.81	15,013	67.37
T O T A L	158	100.00	22,284	100.00

FIELD 4780 **VACATION CARRY OVER**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	86	54.43	4,464	20.03
ALLOWED	58	36.71	17,136	76.90
NOT ALLOWED	14	8.86	684	3.07
T O T A L	158	100.00	22,284	100.00

FIELD 4790 **VACATION LEAVE/PAY FOR PART-TIME EMPLOYEES**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	115	72.78	10,247	45.98
VACATION PAY MENTIONED, LEAVE NOT MENTIONED/AVAILABLE	12	7.59	188	0.84
VACATION LEAVE AVAILABLE	23	14.56	9,443	42.38
VARIES BY TYPE OF PART-TIME EMPLOYEE	5	3.16	1,740	7.81
STATES "ACCORDING TO LEGISLATION"	3	1.90	666	2.99
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

SECTION 10
SEVERANCE PAY

FIELD 5120 SEVERANCE PAY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	72	45.57	3,558	15.97
AVAILABLE FOR FULL-TIME EMPLOYEES ONLY	8	5.06	491	2.20
AVAILABLE TO ALL/SOME PART-TIME EMPLOYEES	11	6.96	5,727	25.70
CANNOT DETERMINE	66	41.77	12,359	55.46
OTHER	1	0.63	149	0.67
T O T A L	158	100.00	22,284	100.00

FIELD 5131 (A) AVAILABLE ON

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
5131 RETIREMENT	21	13.29	1,394	6.26
5132 PERMANENT LAYOFF/JOB ABOLISHMENT	26	16.46	6,953	31.20
5133 TERMINATION OF EMPLOYMENT	18	11.39	2,275	10.21
5134 LAYOFF OR TERMINATION DUE TO TECHNOLOGICAL CHANGE: -BUSINESS CLOSURE	22	13.92	1,935	8.68
5135 -OTHER	36	22.78	12,508	56.13
5136 RESIGNATION	1	0.63	110	0.49
5137 OTHER	8	5.06	2,261	10.15

FIELD 5140 (B) MINIMUM LENGTH OF SERVICE TO QUALIFY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	72	45.57	3,558	15.97
LESS THAN 1 YEAR	1	0.63	6	0.03
1 YEAR	18	11.39	3,054	13.70
2-4 YEARS	5	3.16	57	0.26
5 YEARS	5	3.16	236	1.06
6-9 YEARS	1	0.63	10	0.04
10 YEARS	7	4.43	506	2.27
MORE THAN 10 YEARS	0	0.00	0	0.00
VARIES BY REASON FOR SEVERANCE OR LENGTH OF SERVICE	16	10.13	3,743	16.80
NO MINIMUM SPECIFIED	31	19.62	11,012	49.42
OTHER	2	1.27	102	0.46
T O T A L	158	100.00	22,284	100.00

FIELD 5160 (C) CALCULATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	72	45.57	3,558	15.97
WEEKS OF PAY PER YEAR OF SERVICE:				
LESS THAN 1 WEEK	5	3.16	92	0.41
1 WEEK	35	22.15	9,489	42.58
2 WEEKS	3	1.90	1,973	8.85
GRADUATED TO LENGTH OF SERVICE	2	1.27	1,090	4.89
PERCENT OF UNUSED SICK-LEAVE CREDIT	14	8.86	1,860	8.35
PERCENT OF EARNINGS IN GIVEN PERIOD	2	1.27	373	1.67
FLAT AMOUNT	3	1.90	197	0.88
COMBINATION	12	7.59	2,370	10.64
CANNOT DETERMINE	3	1.90	430	1.93
OTHER	7	4.43	852	3.82
T O T A L	158	100.00	22,284	100.00

FIELD 5180 (D) MAXIMUM AMOUNT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	45.57	3,558	15.97
LESS THAN 13 WEEKS	10	6.33	538	2.41
13 WEEKS	0	0.00	0	0.00
14-25 WEEKS	3	1.90	36	0.16
26 WEEKS	6	3.80	397	1.78
MORE THAN 26 WEEKS	5	3.16	2,187	9.81
PERCENT OF UNUSED SICK-LEAVE CREDIT	14	8.86	1,860	8.35
PERCENT OF EARNINGS IN GIVEN PERIOD	2	1.27	373	1.67
FLAT AMOUNT	1	0.63	34	0.15
VARIES DEPENDING ON LENGTH OF SERVICE	2	1.27	1,090	4.89
COMBINATION	12	7.59	2,370	10.64
MAXIMUM NOT SPECIFIED	26	16.46	9,093	40.81
OTHER	5	3.16	748	3.36
T O T A L	158	100.00	22,284	100.00

S E C T I O N 11
COST OF LIVING ADJUSTMENT

FIELD 5500 COLA CLAUSE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	148	93.67	21,693	97.35
WITH TRIGGERED FORMULA	4	2.53	274	1.23
WITHOUT TRIGGERED FORMULA	6	3.80	317	1.42
T O T A L	158	100.00	22,284	100.00

S E C T I O N 12
TECHNOLOGICAL CHANGE

FIELD 6000 MINIMUM NOTICE TO UNION OF PENDING TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	82	51.90	4,901	21.99
LESS THAN 90 DAYS	3	1.90	1,274	5.72
90 DAYS (LEGISLATION)	39	24.68	9,867	44.28
MORE THAN 90 DAYS	8	5.06	568	2.55
STATES 'ACCORDING TO LEGISLATION'	8	5.06	1,196	5.37
NOT SPECIFIED	16	10.13	4,329	19.43
OTHER	2	1.27	149	0.67
T O T A L	158	100.00	22,284	100.00

FIELD 6020 SIGNIFICANT NUMBER OF EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	150	94.94	19,058	85.52
PROVISION	8	5.06	3,226	14.48
T O T A L	158	100.00	22,284	100.00

FIELD 6040 TRAINING, RETRAINING, RELOCATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	110	69.62	7,129	31.99
TRAINING, RETRAINING	42	26.58	14,941	67.05
RELOCATION ASSISTANCE/ALLOWANCE	2	1.27	56	0.25
BOTH	4	2.53	158	0.71
T O T A L	158	100.00	22,284	100.00

FIELD 6060 WAGE RATE PROTECTION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	131	82.91	14,989	67.26
PROVISION	27	17.09	7,295	32.74
T O T A L	158	100.00	22,284	100.00

FIELD 6080 LABOUR-MANAGEMENT CONSULTATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	125	79.11	9,691	43.49
COMMITTEE	9	5.70	1,623	7.28
CONSULTATION ONLY	24	15.19	10,970	49.23
T O T A L	158	100.00	22,284	100.00

SECTION 13
HEALTH AND WELFARE

FIELD 6540 ANNUAL SICK-LEAVE ALLOWANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	14	8.86	1,079	4.84
LESS THAN 12 DAYS	1	0.63	21	0.09
12 DAYS	5	3.16	143	0.64
13-14 DAYS	0	0.00	0	0.00
15 DAYS	38	24.05	7,665	34.40
16-23 DAYS	27	17.09	2,851	12.79
24 DAYS	2	1.27	64	0.29
MORE THAN 24 DAYS	0	0.00	0	0.00
VARIES BY LENGTH OF SERVICE	1	0.63	12	0.05
COVERED BY INSURANCE PLAN	22	13.92	2,732	12.26
FLAT ALLOWANCE PLUS COVERAGE BY INSURANCE PLAN	37	23.42	7,077	31.76
CANNOT DETERMINE	10	6.33	630	2.83
OTHER	1	0.63	10	0.04
T O T A L	158	100.00	22,284	100.00

FIELD 6550 PROOF OF ILLNESS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	51	32.28	4,485	20.13
MAY BE REQUIRED AT ANY TIME	75	47.47	16,143	72.44
MAY BE REQUIRED AFTER SPECIFIED NUMBER OF DAYS	12	7.59	298	1.34
IS REQUIRED AT ALL TIMES	5	3.16	112	0.50
IS REQUIRED AFTER SPECIFIED NUMBER OF DAYS	9	5.70	1,142	5.12
COMBINATION	5	3.16	89	0.40
OTHER	1	0.63	15	0.07
T O T A L	158	100.00	22,284	100.00

FIELD 6560 **MAXIMUM ACCUMULATION OF UNUSED SICK-LEAVE CREDITS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	27	17.09	1,748	7.84
LESS THAN 120 DAYS	19	12.03	463	2.08
120 DAYS	12	7.59	3,825	17.16
121 - 179 DAYS	7	4.43	144	0.65
180 - 199 DAYS	5	3.16	116	0.52
200 DAYS OR MORE	12	7.59	2,127	9.54
UNLIMITED ACCUMULATION	14	8.86	2,797	12.55
ACCUMULATION NOT ALLOWED	2	1.27	29	0.13
COVERED BY INSURANCE PLAN	57	36.08	9,780	43.89
NOT SPECIFIED	2	1.27	1,246	5.59
OTHER	1	0.63	9	0.04
T O T A L	158	100.00	22,284	100.00

FIELD 6580 **CONVERSION OF UNUSED SICK-LEAVE CREDITS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	124	78.48	16,508	74.08
ANNUAL CONVERSION TO CASH OR DAYS OFF	6	3.80	561	2.52
CONVERSION TO CASH OR DAYS OFF ON RETIREMENT, LAYOFF, ETC.:				
-FULL	2	1.27	66	0.30
-PARTIAL	25	15.82	5,072	22.76
COMBINATION	1	0.63	77	0.35
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 6590 **HEALTH & WELFARE PLAN(S)**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	23	14.56	456	2.05
ONE FUND	10	6.33	974	4.37
SEPERATELY FUNDED PLANS	124	78.48	20,828	93.47
OTHER	1	0.63	26	0.12
T O T A L	158	100.00	22,284	100.00

FIELD 6600 EXTENDED MEDICAL BENEFIT PLAN:
EMPLOYER CONTRIBUTION TO PREMIUM

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	132	83.54	19,266	86.46
LESS THAN 50%	0	0.00	0	0.00
50%	5	3.16	162	0.73
51-99%	1	0.63	28	0.13
100%	15	9.49	2,443	10.96
DETAILS NOT SPECIFIED	4	2.53	311	1.40
OTHER	1	0.63	74	0.33
T O T A L	158	100.00	22,284	100.00

FIELD 6640 LIFE INSURANCE PLAN:
EMPLOYER CONTRIBUTION TO PREMIUM

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	50	31.65	2,237	10.04
LESS THAN 50%	0	0.00	0	0.00
50%	17	10.76	953	4.28
51-99%	3	1.90	72	0.32
100%	53	33.54	13,813	61.99
DETAILS NOT SPECIFIED	32	20.25	4,421	19.84
OTHER	3	1.90	788	3.54
T O T A L	158	100.00	22,284	100.00

FIELD 6680 ACCIDENTAL DEATH AND DISABILITY PLAN:
EMPLOYER CONTRIBUTION TO PREMIUM

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	99	62.66	17,010	76.33
LESS THAN 50%	0	0.00	0	0.00
50%	8	5.06	258	1.16
51-99%	3	1.90	72	0.32
100%	24	15.19	1,969	8.84
DETAILS NOT SPECIFIED	22	13.92	2,946	13.22
OTHER	2	1.27	29	0.13
T O T A L	158	100.00	22,284	100.00

LONG-TERM DISABILITY/INCOME
CONTINUANCE PLAN:

FIELD 6720 (A) EMPLOYER CONTRIBUTION TO PREMIUM

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	44.94	4,038	18.12
LESS THAN 50%	0	0.00	0	0.00
50%	22	13.92	10,316	46.29
51-99%	7	4.43	641	2.88
100%	16	10.13	1,467	6.58
EMPLOYEE PAID	10	6.33	184	0.83
DETAILS NOT SPECIFIED	32	20.25	5,638	25.30
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 6740 (B) WAITING PERIOD

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	44.94	4,038	18.12
LESS THAN 17 WEEKS	3	1.90	81	0.36
17 WEEKS	15	9.49	7,645	34.31
18-25 WEEKS	0	0.00	0	0.00
26 WEEKS	6	3.80	523	2.35
27-51 WEEKS	2	1.27	195	0.88
52 WEEKS	6	3.80	1,614	7.24
MORE THAN 52 WEEKS	1	0.63	77	0.35
DETAILS NOT SPECIFIED	54	34.18	8,111	36.40
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 6780 (C) PERCENT OF WAGE GUARANTEED

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	44.94	4,038	18.12
LESS THAN 66 2/3%	15	9.49	7,828	35.13
66 2/3%	7	4.43	356	1.60
MORE THAN 66 2/3%	9	5.70	1,915	8.59
DETAILS NOT SPECIFIED	51	32.28	6,496	29.15
OTHER	5	3.16	1,651	7.41
T O T A L	158	100.00	22,284	100.00

SICKNESS & ACCIDENT WEEKLY INDEMNITY PLAN:

FIELD 6800 (A) EMPLOYER CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	99	62.66	12,546	56.30
LESS THAN 50%	0	0.00	0	0.00
50%	8	5.06	5,019	22.52
51-99%	9	5.70	736	3.30
100%	22	13.92	1,403	6.30
DETAILS NOT SPECIFIED	18	11.39	1,610	7.22
OTHER	2	1.27	970	4.35
T O T A L	158	100.00	22,284	100.00

FIELD 6820 (B) MAXIMUM WEEKLY BENEFIT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	99	62.66	12,546	56.30
LESS THAN 66 2/3%	6	3.80	1,464	6.57
66 2/3%	12	7.59	4,909	22.03
MORE THAN 66 2/3%	15	9.49	2,536	11.38
TO UIC LEVEL	4	2.53	55	0.25
DETAILS NOT SPECIFIED	15	9.49	414	1.86
OTHER	7	4.43	360	1.62
T O T A L	158	100.00	22,284	100.00

FIELD 6840 (C) MAXIMUM DURATION OF BENEFITS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	99	62.66	12,546	56.30
LESS THAN 17 WEEKS	3	1.90	184	0.83
17 WEEKS	7	4.43	5,070	22.75
18-25 WEEKS	1	0.63	26	0.12
26 WEEKS	14	8.86	869	3.90
27-51 WEEKS	2	1.27	139	0.62
52 WEEKS	8	5.06	1,665	7.47
MORE THAN 52 WEEKS	2	1.27	136	0.61
DETAILS NOT SPECIFIED	21	13.29	1,637	7.35
OTHER	1	0.63	12	0.05
T O T A L	158	100.00	22,284	100.00

FIELD 6860 EMPLOYER CONTRIBUTION TO PENSION PLAN

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	52	32.91	2,738	12.29
LESS THAN 50%	0	0.00	0	0.00
50%	15	9.49	717	3.22
51-99%	1	0.63	57	0.26
100%	14	8.86	1,290	5.79
FLAT RATE	15	9.49	1,107	4.97
DETAILS NOT SPECIFIED	57	36.08	15,306	68.69
OTHER	4	2.53	1,069	4.80
T O T A L	158	100.00	22,284	100.00

FIELD 6880 EARLY RETIREMENT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	138	87.34	15,465	69.40
PROVISION	20	12.66	6,819	30.60
T O T A L	158	100.00	22,284	100.00

FIELD 6910 MANDATORY RETIREMENT/EXTENSIONS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	128	81.01	10,928	49.04
MANDATORY-EXTENSIONS MENTIONED	21	13.29	10,955	49.16
-EXTENSIONS NOT MENTIONED	9	5.70	401	1.80
T O T A L	158	100.00	22,284	100.00

FIELD 6920 DENTAL PLAN:
A) EMPLOYER CONTRIBUTION TO PREMIUM

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	76	48.10	3,312	14.86
LESS THAN 50%	1	0.63	118	0.53
50%	13	8.23	468	2.10
51-99%	6	3.80	555	2.49
100%	26	16.46	5,726	25.70
FLAT RATE	12	7.59	2,247	10.08
DETAILS NOT SPECIFIED	23	14.56	9,781	43.89
OTHER	1	0.63	77	0.35
T O T A L	158	100.00	22,284	100.00

FIELD 6940 B) MAXIMUM ANNUAL REIMBURSEMENT FROM PLAN (WITHOUT DEPENDANTS)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	80	50.63	4,041	18.13
LESS THAN $1,000	2	1.27	81	0.36
$1,000	3	1.90	508	2.28
MORE THAN $1,000	4	2.53	693	3.11
DETAILS NOT SPECIFIED	68	43.04	16,884	75.77
OTHER	1	0.63	77	0.35
T O T A L	158	100.00	22,284	100.00

FIELD 6960 VISION CARE PLAN:
A) EMPLOYER CONTRIBUTION TO PREMIUM

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	142	89.87	19,921	89.40
LESS THAN 50%	0	0.00	0	0.00
50%	2	1.27	69	0.31
51-99%	0	0.00	0	0.00
100%	5	3.16	1,362	6.11
FLAT RATE	0	0.00	0	0.00
DETAILS NOT SPECIFIED	3	1.90	55	0.25
INCLUDED IN EXTENDED MEDICAL PLAN	5	3.16	851	3.82
OTHER	1	0.63	26	0.12
T O T A L	158	100.00	22,284	100.00

FIELD 6970 B) BENEFIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
PLAN NO PROVISION	142	89.87	19,921	89.40
LESS THAN $75 EVERY 2 YEARS	0	0.00	0	0.00
$75 EVERY 2 YEARS	3	1.90	65	0.29
MORE THAN $75 EVERY 2 YEARS	5	3.16	1,686	7.57
DETAILS NOT SPECIFIED	4	2.53	456	2.05
OTHER	4	2.53	156	0.70
T O T A L	158	100.00	22,284	100.00

PARTICIPATION IN HEALTH AND WELFARE PLANS FOR PART-TIME EMPLOYEES:

FIELD 7000 (1) SICK-LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	103	65.19	8,496	38.13
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	46	29.11	12,386	55.58
ALL PART-TIME EMPLOYEES INELIGIBLE	9	5.70	1,402	6.29
T O T A L	158	100.00	22,284	100.00

FIELD 7001 (2) LIFE INSURANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	136	86.08	19,249	86.38
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	15	9.49	1,780	7.99
ALL PART-TIME EMPLOYEES INELIGIBLE	7	4.43	1,255	5.63
T O T A L	158	100.00	22,284	100.00

FIELD 7002 (3) ACCIDENTAL DEATH/DISABILITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	147	93.04	21,538	96.65
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	6	3.80	215	0.96
ALL PART-TIME EMPLOYEES INELIGIBLE	5	3.16	531	2.38
T O T A L	158	100.00	22,284	100.00

FIELD 7003 (4) LONG-TERM DISABILITY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	134	84.81	17,057	76.54
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	8	5.06	2,797	12.55
ALL PART-TIME EMPLOYEES INELIGIBLE	16	10.13	2,430	10.90
T O T A L	158	100.00	22,284	100.00

FIELD 7004 (5) WEEKLY INDEMNITY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	148	93.67	20,548	92.21
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	3	1.90	1,240	5.56
ALL PART-TIME EMPLOYEES INELIGIBLE	7	4.43	496	2.23
T O T A L	158	100.00	22,284	100.00

FIELD 7005 (6) PENSION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	131	82.91	19,556	87.76
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	18	11.39	2,233	10.02
ALL PART-TIME EMPLOYEES INELIGIBLE	9	5.70	495	2.22
T O T A L	158	100.00	22,284	100.00

FIELD 7006 (7) DENTAL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	140	88.61	19,446	87.26
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	12	7.59	1,977	8.87
ALL PART-TIME EMPLOYEES INELIGIBLE	6	3.80	861	3.86
T O T A L	158	100.00	22,284	100.00

FIELD 7007 (8) EXTENDED MEDICAL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	152	96.20	21,870	98.14
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	5	3.16	152	0.68
ALL PART-TIME EMPLOYEES INELIGIBLE	1	0.63	262	1.18
T O T A L	158	100.00	22,284	100.00

FIELD 7008 (9) VISION CARE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	155	98.10	21,981	98.64
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	2	1.27	41	0.18
ALL PART-TIME EMPLOYEES INELIGIBLE	1	0.63	262	1.18
T O T A L	158	100.00	22,284	100.00

SECTION 14
OCCUPATIONAL HEALTH AND SAFETY

FIELD 7500 HEALTH AND SAFETY CLAUSE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	39	24.68	1,786	8.01
PROVISION	119	75.32	20,498	91.99
T O T A L	158	100.00	22,284	100.00

FIELD 7520 OCCUPATIONAL HEALTH & SAFETY COMMITTEE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	75	47.47	4,306	19.32
PROVISION	83	52.53	17,978	80.68
T O T A L	158	100.00	22,284	100.00

FIELD 7730 VIDEO-DISPLAY TERMINAL (VDT) CLAUSE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	147	93.04	19,037	85.43
1. EYE EXAMS	0	0.00	0	0.00
2. REST PERIODS	0	0.00	0	0.00
3. ALTERNATE WORK-PREGNANT OPERATORS	3	1.90	220	0.99
1 & 2	0	0.00	0	0.00
1 & 3	1	0.63	1,104	4.95
2 & 3	0	0.00	0	0.00
1, 2 & 3	5	3.16	1,890	8.48
OTHER	2	1.27	33	0.15
T O T A L	158	100.00	22,284	100.00

FIELD 7740 SMOKING CLAUSE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	156	98.73	22,218	99.70
SMOKING RESTRICTED	2	1.27	66	0.30
NO SMOKING ON PREMISES	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 7840 **EMPLOYER SUPPLEMENTS TO WORKERS' COMPENSATION BENEFITS: MAXIMUM DURATION**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	77	48.73	5,653	25.37
LESS THAN 26 WEEKS	7	4.43	395	1.77
26 WEEKS (6 MOS)	9	5.70	258	1.16
27-51 WEEKS	1	0.63	7	0.03
52 WEEKS (1 YR)	27	17.09	11,234	50.41
MORE THAN 52 WEEKS	7	4.43	928	4.16
WHOLLY OR PARTLY CHARGED AGAINST SICK-LEAVE CREDITS, NO MAXIMUM	6	3.80	304	1.36
FOR DURATION OF DISABILITY OR COMPENSATION	19	12.03	1,759	7.89
CANNOT DETERMINE	1	0.63	25	0.11
ADVANCE ONLY PENDING SETTLEMENT	4	2.53	1,721	7.72
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 7930 **ANNUAL SAFETY FOOTWEAR ALLOWANCE**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	116	73.42	16,779	75.30
LESS THAN $50	8	5.06	1,365	6.13
$50-59	10	6.33	428	1.92
$60-69	6	3.80	1,507	6.76
$70-79	6	3.80	837	3.76
$80 OR MORE	6	3.80	935	4.20
FOOTWEAR SUPPLIED BY EMPLOYER	3	1.90	289	1.30
OTHER	3	1.90	144	0.65
T O T A L	158	100.00	22,284	100.00

FIELD 7940 ANNUAL REIMBURSEMENT FOR
PRESCRIPTION SAFETY GLASSES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	148	93.67	21,777	97.72
LESS THAN $50	1	0.63	12	0.05
$50	0	0.00	0	0.00
MORE THAN $50	0	0.00	0	0.00
NO MAXIMUM	4	2.53	279	1.25
NOT SPECIFIED	5	3.16	216	0.97
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

S E C T I O N 15
LEAVE OF ABSENCE PROVISIONS

FIELD 8000 STANDARD PAID LEAVE ON BEREAVEMENT OR SERIOUS ILLNESS IN IMMEDIATE FAMILY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	18	11.39	1,480	6.64
LESS THAN 3 DAYS	4	2.53	218	0.98
3 DAYS	83	52.53	6,889	30.91
4 DAYS	4	2.53	337	1.51
5 DAYS	14	8.86	1,247	5.60
MORE THAN 5 DAYS	3	1.90	165	0.74
DEPENDS ON RELATIONSHIP OR CIRCUMSTANCES	15	9.49	2,691	12.08
INDEFINITE/NOT SPECIFIED	17	10.76	9,257	41.54
LEAVE IS UNPAID	0	0.00	0	0.00
CANNOT DETERMINE IF PAID/UNPAID	0	0.00	0	0.00
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 8005 PAID BEREAVEMENT LEAVE EXTENSION FOR TRAVEL/SPECIAL CIRCUMSTANCES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	113	71.52	18,267	81.97
1 DAY	5	3.16	291	1.31
2 DAYS	12	7.59	495	2.22
3 DAYS	2	1.27	13	0.06
MORE THAN 3 DAYS	5	3.16	209	0.94
INDEFINITE/DEPENDS	14	8.86	2,836	12.73
CANNOT DETERMINE	0	0.00	0	0.00
EXTENSION IS UNPAID	7	4.43	173	0.78
CANNOT DETERMINE IF PAID/UNPAID	0	0.00	0	0.00
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 8010 DEFINITION OF IMMEDIATE FAMILY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	19	12.03	2,717	12.19
STANDARD (SPOUSE, CHILD, PARENT, BROTHER/SISTER, MOTHER/ FATHER-IN-LAW)	23	14.56	915	4.11
LESS THAN STANDARD	7	4.43	252	1.13
EXCEEDS STANDARD	105	66.46	18,252	81.91
OTHER	4	2.53	148	0.66
T O T A L	158	100.00	22,284	100.00

FIELD 8015 PAID PALLBEARER/FUNERAL LEAVE FOR OTHER RELATIVES OR NON-RELATIVES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	100	63.29	17,791	79.84
1/2 DAY	14	8.86	1,664	7.47
1 DAY	28	17.72	1,906	8.55
MORE THAN 1 DAY	2	1.27	18	0.08
INDEFINITE/DEPENDS	8	5.06	488	2.19
NOT SPECIFIED	0	0.00	0	0.00
LEAVE IS UNPAID	4	2.53	356	1.60
CANNOT DETERMINE IF PAID/UNPAID	1	0.63	50	0.22
OTHER	1	0.63	11	0.05
T O T A L	158	100.00	22,284	100.00

FIELD 8020 PAID BEREAVEMENT LEAVE FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	144	91.14	19,746	88.61
AVAILABLE FOR SOME OR ALL	7	4.43	382	1.71
AVAILABLE FOR FULL-TIME EMPLOYEES ONLY	7	4.43	2,156	9.68
T O T A L	158	100.00	22,284	100.00

FIELD 8025 PAID COMPASSIONATE/PRESSING NECESSITY LEAVE (OTHER THAN BEREAVEMENT)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	99	62.66	6,152	27.61
DEDUCTED FROM SICK-LEAVE CREDITS	25	15.82	3,701	16.61
AVAILABLE, DEDUCTION FROM SICK LEAVE NOT MENTIONED	13	8.23	2,753	12.35
DEDUCTION FROM SICK-LEAVE DEPENDS ON CIRCUMSTANCES	7	4.43	3,098	13.90
CANNOT DETERMINE	7	4.43	466	2.09
LEAVE IS UNPAID	6	3.80	6,098	27.36
OTHER	1	0.63	16	0.07
T O T A L	158	100.00	22,284	100.00

FIELD 8040 PERSONAL LEAVE OF ABSENCE (UNPAID) ON GOOD REASON

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	43	27.22	2,288	10.27
PROVISION	115	72.78	19,996	89.73
T O T A L	158	100.00	22,284	100.00

FIELD 8080 LEAVE OF ABSENCE FOR GENERAL UNION BUSINESS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	24	15.19	1,664	7.47
PAID BY EMPLOYER	3	1.90	91	0.41
PAID, UNION REIMBURSEMENT	23	14.56	9,196	41.27
UNPAID	90	56.96	10,444	46.87
CANNOT DETERMINE	8	5.06	327	1.47
OTHER	10	6.33	562	2.52
T O T A L	158	100.00	22,284	100.00

FIELD 8090 NORMAL LEAVE OF ABSENCE FOR FULL-TIME POSITION WITH UNION (UNPAID)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	75	47.47	5,471	24.55
LESS THAN 1 YEAR	16	10.13	722	3.24
1 YEAR	41	25.95	10,657	47.82
MORE THAN 1 YEAR	11	6.96	2,781	12.48
INDEFINITE/NOT SPECIFIED	12	7.59	2,448	10.99
OTHER	3	1.90	205	0.92
T O T A L	158	100.00	22,284	100.00

FIELD 8100 LEAVE OF ABSENCE FOR NEGOTIATIONS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	96	60.76	18,958	85.07
PAID BY EMPLOYER	50	31.65	2,631	11.81
PAID, UNION REIMBURSEMENT	0	0.00	0	0.00
UNPAID	5	3.16	52	0.23
CANNOT DETERMINE	5	3.16	269	1.21
OTHER	2	1.27	374	1.68
T O T A L	158	100.00	22,284	100.00

FIELD 8120 RESTRICTION ON AMOUNT OF UNION LEAVE &/OR NUMBER OF EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	77	48.73	11,865	53.24
FOR GENERAL UNION BUSINESS	44	27.85	8,448	37.91
FOR NEGOTIATIONS	10	6.33	518	2.32
BOTH	27	17.09	1,453	6.52
T O T A L	158	100.00	22,284	100.00

FIELD 8190 **PAID PARENTAL/MARRIAGE LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
8190 MATERNITY (INCL. PARTLY PAID)	6	3.80	1,919	8.61
8191 ADOPTION	3	1.90	102	0.46
8192 PATERNITY	6	3.80	1,243	5.58
8193 MARRIAGE	3	1.90	455	2.04

ADOPTION LEAVE (UNPAID):

FIELD 8195 **A) SERVICE REQUIREMENT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	97	61.39	6,383	28.64
LESS THAN 12 MONTHS	10	6.33	1,688	7.57
12 MONTHS (LEGISLATION)	5	3.16	305	1.37
MORE THAN 12 MONTHS	0	0.00	0	0.00
NO MINIMUM/NOT SPECIFIED	28	17.72	12,053	54.09
STATES 'ACCORDING TO LEGISLATION'	16	10.13	1,829	8.21
OTHER	2	1.27	26	0.12
T O T A L	158	100.00	22,284	100.00

FIELD 8200 **B) AMOUNT OF LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	97	61.39	6,383	28.64
LESS THAN 6 WEEKS	0	0.00	0	0.00
6 WEEKS (LEGISLATION)	6	3.80	479	2.15
7-11 WEEKS	0	0.00	0	0.00
3 MONTHS (12 WEEKS)	13	8.23	5,673	25.46
MORE THAN 3 MOS.,LESS THAN 6 MOS.	4	2.53	446	2.00
6 MONTHS	22	13.92	7,871	35.32
MORE THAN 6 MONTHS	1	0.63	15	0.07
STATES 'ACCORDING TO LEGISLATION'	15	9.49	1,417	6.36
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

PATERNITY LEAVE (UNPAID):

FIELD 8210 A) SERVICE REQUIREMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	113	71.52	11,270	50.57
LESS THAN 12 MONTHS	8	5.06	452	2.03
12 MONTHS (LEGISLATION)	4	2.53	365	1.64
MORE THAN 12 MONTHS	0	0.00	0	0.00
NO MINIMUM/NOT SPECIFIED	15	9.49	6,664	29.90
STATES 'ACCORDING TO LEGISLATION'	18	11.39	3,533	15.85
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 8220 B) AMOUNT OF LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	113	71.52	11,270	50.57
LESS THAN 6 WEEKS	1	0.63	13	0.06
6 WEEKS (LEGISLATION)	13	8.23	5,852	26.26
7-11 WEEKS	0	0.00	0	0.00
3 MONTHS (12 WEEKS)	6	3.80	368	1.65
MORE THAN 3 MOS.,LESS THAN 6 MOS.	1	0.63	412	1.85
6 MONTHS	6	3.80	1,159	5.20
STATES 'ACCORDING TO LEGISLATION'	17	10.76	3,121	14.01
OTHER	1	0.63	89	0.40
T O T A L	158	100.00	22,284	100.00

MATERNITY LEAVE (UNPAID):

FIELD 8240 (A) SERVICE REQUIRMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	55	34.81	2,613	11.73
LESS THAN 6 MONTHS	0	0.00	0	0.00
6 MONTHS	4	2.53	232	1.04
7-11 MONTHS	8	5.06	1,523	6.83
12 MONTHS (LEGISLATION)	29	18.35	2,629	11.80
MORE THAN 12 MONTHS	0	0.00	0	0.00
PROBATIONARY PERIOD	12	7.59	2,816	12.64
STATES 'ACCORDING TO LEGISLATION'	21	13.29	1,800	8.08
NO MINIMUM SPECIFIED	29	18.35	10,671	47.89
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 8250 (B) PRIOR NOTICE TO EMPLOYER TO BEGIN LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	56	35.44	2,619	11.75
LESS THAN 4 WEEKS	1	0.63	960	4.31
4 WEEKS (LEGISLATION)	33	20.89	4,011	18.00
MORE THAN 4 WEEKS	2	1.27	147	0.66
NOT SPECIFIED	44	27.85	13,063	58.62
STATES 'ACCORDING TO LEGISLATION'	22	13.92	1,484	6.66
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 8260 (C) NORMAL AMOUNT OF LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	55	34.81	2,613	11.73
LESS THAN 18 WEEKS	2	1.27	147	0.66
18 WEEKS (LEGISLATION)	10	6.33	888	3.98
19-25 WEEKS	14	8.86	524	2.35
26 WEEKS	49	31.01	15,649	70.23
27-51 WEEKS	3	1.90	125	0.56
52 WEEKS	5	3.16	1,798	8.07
MORE THAN 52 WEEKS	0	0.00	0	0.00
STATES 'ACCORDING TO LEGISLATION'	19	12.03	518	2.32
NOT SPECIFIED	1	0.63	22	0.10
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 8340 (D) SENIORITY RETENTION DURING LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	55	34.81	2,613	11.73
RETAINED (LEGISLATION)	30	18.99	2,330	10.46
ACCUMULATES	39	24.68	15,830	71.04
ACCUMULATES UP TO A CERTAIN PERIOD THEN RETAINED	1	0.63	17	0.08
STATES 'ACCORDING TO LEGISLATION'	15	9.49	404	1.81
NOT SPECIFIED	18	11.39	1,090	4.89
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 8350 (E) REQUIRED NOTICE TO RESUME EMPLOYMENT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	55	34.81	2,613	11.73
LESS THAN 2 WEEKS	1	0.63	960	4.31
2 WEEKS (LEGISLATION)	46	29.11	11,823	53.06
MORE THAN 2 WEEKS	11	6.96	1,219	5.47
NOT SPECIFIED	24	15.19	4,231	18.99
STATES 'ACCORDING TO LEGISLATION'	21	13.29	1,438	6.45
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 8400 PAID WITNESS/JURY DUTY LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	38	24.05	2,431	10.91
FULLY PAID	116	73.42	19,796	88.84
PARTLY PAID	4	2.53	57	0.26
T O T A L	158	100.00	22,284	100.00

FIELD 8410 PAID WITNESS/JURY DUTY LEAVE FOR PART-TIME EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	140	88.61	17,529	78.66
AVAILABLE FOR ALL/SOME PART-TIME EMPLOYEES	5	3.16	3,164	14.20
AVAILABLE FOR FULL-TIME EMPLOYEES ONLY	13	8.23	1,591	7.14
T O T A L	158	100.00	22,284	100.00

FIELD 8420 PAID PERSONAL HEALTH-CARE LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	118	74.68	10,035	45.03
MAXIMUM HOURS ANNUALLY:				
LESS THAN 8 HOURS (1 DAY)	1	0.63	15	0.07
8 HOURS	3	1.90	175	0.79
9-15 HOURS	2	1.27	14	0.06
16 HOURS (2 DAYS)	12	7.59	7,633	34.25
17-23 HOURS	0	0.00	0	0.00
24 HOURS (3 DAYS)	7	4.43	1,397	6.27
MORE THAN 24 HOURS	0	0.00	0	0.00
CHARGED TO SICK-LEAVE CREDITS, NO MAXIMUM	8	5.06	2,467	11.07
MAXIMUM NOT SPECIFIED	4	2.53	452	2.03
OTHER	3	1.90	96	0.43
T O T A L	158	100.00	22,284	100.00

FIELD 8550 OTHER LEAVES OF ABSENCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
8550 EDUCATION LEAVE	41	25.95	7,645	34.31
8551 RUN FOR PUBLIC OFFICE	21	13.29	2,275	10.21
8552 HOLD PUBLIC OFFICE	42	26.58	10,206	45.80
8553 VOTING	22	13.92	1,951	8.76
8554 WRITE EXAMS	20	12.66	10,764	48.30
8555 COURT APPEARANCE/ INCARCERATION	6	3.80	1,722	7.73
8556 OTHER LEAVES NOT REPORTED ELSEWHERE	18	11.39	4,743	21.28

SECTION 16
MISCELLANEOUS PROVISIONS

FIELD 9220 PROTECTIVE CLOTHING/UNIFORMS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	67	42.41	6,588	29.56
SUPPLIED AT: NO COST TO EMPLOYEE	62	39.24	12,228	54.87
SOME COST TO EMPLOYEE	11	6.96	536	2.41
TOTAL COST TO EMPLOYEE	1	0.63	9	0.04
MONETARY ALLOWANCE	2	1.27	77	0.35
SUPPLIED AND MONETARY ALLOWANCE	10	6.33	2,461	11.04
CANNOT DETERMINE	5	3.16	385	1.73
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 9240 DRYCLEANING/LAUNDERING

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	99	62.66	11,714	52.57
NO COST TO EMPLOYEE	44	27.85	8,632	38.74
SOME COST TO EMPLOYEE	6	3.80	1,218	5.47
TOTAL COST TO EMPLOYEE	5	3.16	195	0.88
FLAT ALLOWANCE	3	1.90	440	1.97
CANNOT DETERMINE	0	0.00	0	0.00
OTHER	1	0.63	85	0.38
T O T A L	158	100.00	22,284	100.00

FIELD 9300 SUBSISTENCE ALLOWANCE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	116	73.42	13,364	59.97
MEALS	5	3.16	223	1.00
LODGING	0	0.00	0	0.00
MEALS AND LODGING	16	10.13	4,298	19.29
MEALS, LODGING AND INCIDENTAL EXPENSES	6	3.80	691	3.10
NOT SPECIFIED	9	5.70	1,329	5.96
OTHER	6	3.80	2,379	10.68
T O T A L	158	100.00	22,284	100.00

TRAVEL ALLOWANCE-PRIVATE VEHICLE

FIELD 9350 A) TYPE OF ALLOWANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	115	72.78	10,375	46.56
1 MILEAGE RATE	19	12.03	1,415	6.35
2 FLAT MONTHLY ALLOWANCE	2	1.27	21	0.09
3 MINIMUM TRIP ALLOWANCE	1	0.63	7	0.03
1 AND 2	5	3.16	1,354	6.08
1 AND 3	15	9.49	9,098	40.83
2 AND 3	0	0.00	0	0.00
1, 2 AND 3	0	0.00	0	0.00
NOT SPECIFIED	1	0.63	14	0.06
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 9360 B) MILEAGE RATE

		AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION		118	74.68	10,411	46.72
CENTS PER MILE:	CENTS PER KM:				
LESS THAN 20	LESS THAN 9.4	0	0.00	0	0.00
20-24	9.4-15.5	1	0.63	13	0.06
25-29	15.6-18.6	3	1.90	166	0.74
30-34	18.7-21.7	13	8.23	8,351	37.48
35-39	21.8-24.9	11	6.96	956	4.29
40 OR OVER	25 OR OVER	5	3.16	757	3.40
PUBLIC SERVICE RATE		5	3.16	474	2.13
NOT SPECIFIED		1	0.63	52	0.23
OTHER		1	0.63	1,104	4.95
T O T A L		158	100.00	22,284	100.00

FIELD 9370 C) MINIMUM TRIP ALLOWANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	142	89.87	13,179	59.14
LESS THAN $3.00	10	6.33	8,352	37.48
$3.00	5	3.16	725	3.25
MORE THAN $3.00	1	0.63	28	0.13
NOT SPECIFIED	0	0.00	0	0.00
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 9375 D) MONTHLY ALLOWANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	151	95.57	20,909	93.83
LESS THAN $100	4	2.53	1,135	5.09
$100	1	0.63	15	0.07
MORE THAN $100	0	0.00	0	0.00
NOT SPECIFIED	0	0.00	0	0.00
OTHER	2	1.27	225	1.01
T O T A L	158	100.00	22,284	100.00

FIELD 9380 TOOLS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	122	77.22	13,250	59.46
TOOLS SUPPLIED	18	11.39	5,996	26.91
REPLACED/REPAIRED IF DAMAGED	2	1.27	56	0.25
ALLOWANCE	6	3.80	1,508	6.77
INSURANCE	0	0.00	0	0.00
COMBINATION	10	6.33	1,474	6.61
OTHER	0	0.00	0	0.00
T O T A L	158	100.00	22,284	100.00

FIELD 9410 EQUAL PAY, AFFIRMATIVE ACTION, SEXUAL HARASSMENT, JOB SHARING

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
9410 EQUAL PAY FOR EQUAL/SIMILAR WORK-REGARDLESS OF SEX	17	10.76	1,949	8.75
9411 -REGARDLESS OF AGE/SEX	9	5.70	134	0.60
9412 EQUAL PAY FOR EQUAL WORTH OR WORK OF EQUAL VALUE	8	5.06	81	0.36
9413 AFFIRMATIVE ACTION	7	4.43	1,785	8.01
9414 SEXUAL HARASSMENT CLAUSE	12	7.59	3,171	14.23
9415 JOB SHARING	8	5.06	4,593	20.61

FIELD 9440 LABOUR/MANAGEMENT COMMITTEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	131	82.91	11,760	52.77
PROVISION	27	17.09	10,524	47.23
T O T A L	158	100.00	22,284	100.00

FIELD 9460 PRORATION OF BENEFITS FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	31	19.62	1,750	7.85
PART-TIME EXCLUDED FROM SCOPE	5	3.16	178	0.80
PRORATION OF: ALL BENEFITS	16	10.13	7,779	34.91
SOME BENEFITS	30	18.99	5,372	24.11
CANNOT DETERMINE	65	41.14	6,565	29.46
VARIES BY TYPE OF PART-TIME EMPLOYEE	11	6.96	640	2.87
T O T A L	158	100.00	22,284	100.00

FIELD 9500 TYPE OF PART-TIME EMPLOYEES COVERED BY AGREEMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
9500 PART-TIME	83	52.53	12,804	57.46
9501 PERMANENT PART-TIME	15	9.49	5,228	23.46
9502 REGULAR PART-TIME	27	17.09	10,532	47.26
9503 LESS THAN/OTHER THAN FULL-TIME	20	12.66	8,015	35.97
9504 CASUAL/OCCASIONAL	58	36.71	15,760	70.72
9505 TEMPORARY	46	29.11	11,096	49.79
9506 SEASONAL	18	11.39	2,491	11.18
9507 RELIEF	13	8.23	2,421	10.86
9508 STUDENTS	32	20.25	6,375	28.61
9509 NON-PERMANENT	2	1.27	267	1.20
9510 OTHER	17	10.76	3,929	17.63

FIELD 9600 SPECIAL/LOWER WAGE RATES FOR NEW OR PART-TIME EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	109	68.99	18,894	84.79
NEW EMPLOYEES	7	4.43	2,115	9.49
SOME/ALL PART-TIME EMPLOYEES	39	24.68	1,093	4.90
BOTH	3	1.90	182	0.82
T O T A L	158	100.00	22,284	100.00

FIELD 9620 LUMP-SUM PAYMENTS(S)/SIGNING BONUS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	120	75.95	13,895	62.35
PROVISION	38	24.05	8,389	37.65
T O T A L	158	100.00	22,284	100.00

Appendices

Appendix A

Definitions by Provision Field Number

0100 Management rights clause: Sets forth the rights reserved to the employer. These rights may be stated in broad general terms or they may be listed specifically. A residual rights clause provides that rights not specifically limited by the agreement are reserved to the employer provided they do not conflict with the provisions of the agreement.

0120 Type of shop: In a closed shop, the employer is obliged to hire and employ only union members. In a union shop, all bargaining-unit employees must become union members within a specified time period. In a modified union shop, all existing union members must continue to maintain membership and all new employees must become union members within a specified time period. Employees who were not union members when the first agreement came into force are not required to join the union; however, these employees must pay union dues if Rand-Formula checkoff exists in the shop.

0160 Hot cargoes: Material shipped from a plant involved in a labour dispute.

1060 Maximum retention of seniority during layoff: The maximum length of time on layoff before an employee loses seniority and recall rights.

1070 Bumping rights: On layoff, senior employees may have the right to displace (bump) junior employees if they are able and qualified to do the work.

1520 - 1560 Layoff or termination notice: The minimum required notice or pay in lieu under *The Labour Standards Act* is one week after three months' continuous employment. The amount of notice or pay in lieu then varies according to length of service from two weeks after one year of service to eight weeks for 10 years or more.

1600 Alternate employment: The employer agrees to provide suitable alternative employment for older or disabled workers who are unable to perform their normal duties.

1660, 1680 Job protection: Agreements may prohibit or restrict the contracting out of bargaining unit work, particularly if it affects the job security of existing employees. Non-bargaining unit employees, including supervisors and managers, are usually not permitted to do the work of bargaining-unit employees except under certain circumstances such as training or specified emergency situations.

2140 Adverse reports: An agreement may provide for the removal of adverse reports from an employee's personal file after a specified time period provided there is no recurrence of the infraction.

2620-2645 Types of work schedules: Field 2620 is coded only if this is the only type of work schedule mentioned or implied in the agreement. Most agreements, however, mention more than one type. In these cases, every type is coded except 2620.

2624 Averaging schedule/unregulated: Employees, typically field employees who may work irregular hours, average their hours over a specified number of weeks and do not qualify for overtime payment until the specified average is exceeded, e.g., employees will work an average of 40 hours per week in a two-week period.

2625 Split shift: Involves a long break between shifts, e.g., work four hours in the morning and four hours in the evening.

2626 Flextime: Employees are allowed to 'flex' their starting and quitting times as long as they work the minimum required daily hours and are at work during core hours.

2640-2645 Compressed work-week: Employees may be permitted to work additional time each day according to a set schedule and the additional time is "banked" to allow for earned-time off on a specified day or during a specified time period. For example, employees may work additional time for nine days in order to earn the 10th day off, generally a Friday (5-4). Some employees work 10 hours for four consecutive days to get a three-day weekend every week. In most cases, the earned-time off is scheduled next to days of rest.

2740/2760 Reporting pay/call-in pay guarantee: Minimum pay guaranteed to a worker who reports for work as scheduled and finds no work available or less work than can be done in the specified guarantee period.

3000-3065 Overtime pay: According to *The Labour Standards Act*, the minimum overtime rate payable for work in excess of eight hours per day or 40 hours per week is time and one-half with some exceptions.

3070 No suspension of work during regular hours to avoid payment of overtime: The employer will not reschedule the hours of work or layoff an employee in order to avoid payment of overtime.

3080 Choice of time off or pay for overtime: Employees have a choice of taking time off at overtime rates or overtime pay. For example, if the rate is double time, employees get double time off or double pay, at their option.

3150 Call-back guarantee: Minimum pay guaranteed to workers who are called back or called out to work overtime outside of regular scheduled hours.

3500-3540 Shift differential: Additional compensation for working undesirable or inconvenient work schedules. The second shift is generally the evening shift and the third shift the "midnight" shift.

3560 Higher service pay: Compensation for temporarily doing the work of a higher paid position.

3600/3620 Sunday/Saturday premium: Additional compensation for working undesirable days, i.e., Sunday shopping hours.

3705 Consecutive weekend premium: Premium pay for working more than a specified number of consecutive weekends (i.e., hospitals, nursing homes).

3708 Safety premium: Premium paid to the designated employee(s) on shift who is qualified in first aid or to employees on the fire crew, etc.

3709 Instructor premium: Premium paid to an employee who trains/instructs another worker.

3710 Special skills premium: Premium paid to a worker with more than minimum qualifications, i.e., firemen's papers, journeyman certificate, degrees, etc.

4020 Non-legislated holidays: The nine legislated holidays are New Year's Day, Good Friday, Victoria Day, Canada Day, Saskatchewan Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

4520-4600 Vacation: According to *The Labour Standards Act*, all employees with at least one year of service are entitled to three weeks' paid vacation or pay (3/52). After 10 years' service they are eligible for four weeks' paid vacation or pay (4/52).

4640 Graduated vacation entitlement: Employees may be entitled to one extra day of vacation every year or two rather than waiting a full five or ten years to qualify for additional vacation.

4760 Supplementary vacation/bonus: Refers to additional paid vacation days for certain specified reasons and vacation bonuses or vacation pay which exceeds the minimum two per cent per week. Employees may get supplementary vacation for long service, for vacation taken in the off-season, or additional pre-retirement vacation.

4770 Deferred vacation: If employees qualify for sick leave, bereavement or any other approved leave of absence during their period of vacation, the displaced vacation days are rescheduled.

4780 Vacation carryover: Employees may be permitted to carry over all or part of their vacation entitlement to the next vacation year. In most cases, the portion of vacation carried over cannot interfere with the vacation rights of other employees.

5500 COLA clause: Refers to payments to employees which are intended to reflect changes in the cost-of-living index and are calculated according to a specific formula and usually at stated time intervals during the life of the collective agreement.

6000-6080 Technological change: As defined by *The Trade Union Act*, a technological change is the introduction of equipment, material or a work procedure not previously used in the workplace or the removal by an employer of part or all of the work, undertaking or business. The Act provides for 90 days' notice to the union if a significant number of employees is affected and for collective bargaining to commence.

6060 Wage rate protection: The employer agrees to maintain the wage level of a worker, who is set back to a lower wage rate due to technological change, for a specified period of time, usually the training period. In most cases, the wage reduction is gradual.

6580 Conversion of unused sick-leave credits: Employees are sometimes fully or partly compensated for unused credits in the form of cash or days off. In some cases, this compensation is part of a severance-pay package.

6600 Extended medical benefits plans: These plans cover medical and hospital services not covered by the basic provincial medical/hospital plan.

6680 Accidental Death and Disability plan: Covers the employee for death or disability due to an accident. The death benefits are often identical to the life insurance plan.

6720-6780 Long-term Disability income continuance plan: Provides an income guarantee to employees who may be disabled permanently or for a long period of time. This plan often supplements a sick-leave credit plan or a sickness and accident weekly indemnity plan.

6800-6840 Sickness and Accident Weekly Indemnity plan: This insurance plan often replaces a sick-leave credit plan or is a "bridge" to a Long-term Disability plan.

6880 Early retirement: Some agreements provide for early retirement at the employee's option. Most clauses generally deal with the effect on pension benefits.

6910 Mandatory retirement: Agreements may mention a compulsory retirement age; however, most of these agreements allow employment extensions beyond retirement age on mutual agreement.

6960/6970 Vision-care plan: A reimbursement plan for eye glasses and/or contacts. May be part of an extended medical plan.

7000-7008 Participation in health and welfare plans for part-time employees: Agreements are often unclear on this matter. Analysts therefore code eligibility only if specifically mentioned or clearly implied. Participation may be optional or vary by type of part-time employee.

7520 Occupational health and safety committee: *The Occupational Health and Safety Act* provides for mandatory joint committees in establishments with 10 or more employees.

7730 Video-display terminal (VDT) clause: A provision that protects the health and safety of employees who work on VDTs.

7840 Workers' Compensation supplements: Employer supplements to Workers' Compensation benefits, usually to full pay, for employees injured on the job.

8000-8010 Paid bereavement leave: *The Labour Standards Act* provides for five days' unpaid leave for bereavement in the immediate family, if the employee has at least three consecutive months' service.

8025 Compassionate leave: Leave for personal or family emergencies, other than bereavement.

8080 Leave for general union business: Short-term leaves for union business, meetings and conferences. Excludes grievance, safety, and negotiating committee leaves.

8190 Paid parental/marriage leave: Paid leave for adoption, paternity and marriage leave (usually three days). Paid maternity leave includes supplements to Unemployment Insurance benefits.

8195-8220 Unpaid adoption and paternity leave: *The Labour Standards Act* provides for 6 weeks' unpaid leave after 12 months' service.

8240-8350 Maternity leave: *The Labour Standards Act* provides for 18 weeks' unpaid leave after 12 months' service. The employee must give four weeks' notice to start leave and two weeks' notice to return from leave and has reinstatement rights with seniority retained.

8400/8410 Paid witness/jury duty leave: Employees are normally paid their regular salary while away on this leave and turn over any compensation received to the employer, excluding reimbursement for expenses incurred.

8420 Personal health-care leave: Leave for doctor/dentist appointments, etc.

9220, 9240 Clothing/uniforms/cleaning: According to *The Labour Standards Act*, employers in certain establishments who require their employees to wear uniforms or special clothing must provide them free of charge and absorb the cost of cleaning and repair. Excludes safety equipment and apparel.

9300 Subsistence allowance: Reimbursement to employees for expenses incurred while travelling on employer business.

9410, 9411 Equal pay: Ensures pay equity regardless of sex, age or other factors. Equal pay for equal work regardless of sex is provided for in *The Labour Standards Act*.

9413 Affirmative Action: Programs to increase the representation and advancement opportunities of women, native persons and handicapped persons in the workplace.

9414 Sexual harassment clause: A clause that typically defines sexual harassment and states the steps that will be used to deal with reported cases.

9415 Job Sharing: The sharing of a full-time job, usually by two employees.

9440 Labour/management committee: A committee that deals with general matters of mutual concern. The committee does not get involved in the grievance procedure or negotiations for agreements.

9460 Proration of benefits for part-time employees: Rarely clear in current agreements. "All benefits" coded only if clearly stated or implied.

9600 Special wage rates: A wage rate for new or part-time employees which is not related to any specific occupational classification.

9620 Lump-sum/signing bonus: A lump-sum payment in lieu of a wage rate increase usually for the first year of an agreement.

Appendix B

Provision Index by Section and Field Number

Section/ Field Number	Provision	Page
Section 1	**Collective Agreement Information**	
0010	Term of Agreement	15
0060	Size of Bargaining Unit	15
Section 2	**Management Rights and Union Security**	
0100	Management Rights	16
0120	Type of Shop	16
0160	Right to Refuse to Cross Picket Lines, Handle Hot Cargo	16
0200	Agreement Distribution to Employees	17
Section 3	**Employee Security**	
	A. Seniority:	
1060	Maximum Retention of Seniority During Layoff	18
1070	Bumping Rights	18
1140	Maximum Retention of Seniority Rights on Permanent Appointment/Transfer to Out-of-scope Position	19
	B. Job Protection and Related Provisions:	
1500	Probationary Period for New Employees	19
1505	Probationary Period for Part-time Employees	20
1510	Trial Period on Promotion, Transfer, Reclassification, etc.	20
1520	Notice of Layoff	20
1530	Maximum Layoff Notice Specified	21
1535	Maximum Duration of Layoff Before Notice Applies	21
1540	Notice of Termination	21
1545	Maximum Termination Notice Specified	22
1560	Notice of Layoff or Termination for Part-time Employees	22
1570	Miscellaneous Part-time Provisions	22
1575	Restriction on Length of Temporary Appointments	23
1600	Alternate Employment for Older or Disabled Workers	23
1660	Restriction on Work by Non-bargaining Unit Employees	23
1680	Contracting Out	24
1700	No Discrimination Clause	24
Section 4	**Grievance Procedure**	
2100	Arbitration	26
2120	Specific Arbitrators or Chairperson of Arbitration Board	26
2130	Selector of Arbitrator/Chairperson on Failure to Nominate/Agree	26
2135	No Strike/No Lockout Clause	27
2140	Duration of Adverse Reports on Employee Records	27

Section/ Field Number	Provision	Page
Section 5	**Hours of Work**	
	Average/Normal Weekly Hours:	
2540	Non-office Employees	28
2600	Office Employees	28
2620	Types of Work Schedules	29
2660	Shift-change Notice, Full-time Employees	29
2670	Shift-change Notice, Part-time Employees	29
2680	Daily Paid Rest Periods	30
2700	Rest Period(s) Before or During Overtime	30
2710	Rest Periods for Part-time Employees	30
2740	Reporting Pay Guarantee	31
2760	Call-in Guarantee for Part-time Employees	31
Section 6	**Overtime Pay**	
3000	Rate After Normal Daily Hours	32
3040	Rate on Saturday or First Day of Rest	33
3060	Rate on Sunday or Second Day of Rest	34
3065	Rate on Paid Holidays (Unscheduled)	35
3070	No Suspension of Work During Regular Hours to Avoid Payment of Overtime	35
3080	Choice of Time Off or Pay at Applicable Overtime Rates	35
3140	Meal or Meal Allowance on Overtime, Call-back, etc.	36
3150	Call-back Pay Guarantee	36
3160	Transportation/Allowance	36
3180	Overtime Pay for Part-time Employees	37
Section 7	**Premium Pay**	
3500	Second-shift Differential	38
3520	Third-shift Differential	38
3540	Shift Differential for Part-time Employees	39
3560	Higher Service Pay	39
3600	Sunday-work Premium	39
3620	Saturday-work Premium	40
3701	Miscellaneous Premiums	40
Section 8	**Statutory/Paid Holidays**	
4000	Number of Paid Holidays	41
4020	Non-legislated Holidays	41
4200	Holiday Pay for Part-time Employees	42
Section 9	**Paid Vacation**	
	Service Requirement for:	
4520	A. Four Weeks' Vacation	43
4540	B. Five Weeks' Vacation	43
4560	C. Six Weeks' Vacation	44
4580	D. Seven Weeks' Vacation	44
4600	E. Eight Weeks' Vacation	44
4620	Maximum Paid Vacation	45
4640	Graduated Vacation Entitlement	45

Section/ Field Number	Provision	Page
4760	Supplementary Vacation/Bonus	45
4770	Deferred Vacation by Approved Leave of Absence	45
4780	Vacation Carry-over	46
4790	Vacation Leave/Pay for Part-time Employees	46
Section 10	**Severance Pay**	
5120	Severance Pay	47
5131	A. Available on	47
5140	B. Service Requirement	48
5160	C. Calculation	48
5180	D. Maximum Amount	49
Section 11	**Cost-of-Living Adjustment**	
5500	COLA clause	50
Section 12	**Technological Change**	
6000	Minimum Notice to Union of Pending Technological Change	51
6020	Significant Number of Employees	51
6040	Training, Retraining, Relocation	51
6060	Wage Rate Protection	51
6080	Labour-management Consultation	52
Section 13	**Health and Welfare Benefits**	
6540	Annual Sick Leave Allowance	53
6550	Proof of Illness	53
6560	Maximum Accumulation of Unused Sick-leave Credits	54
6580	Conversion of Unused Credits	54
6590	Health and Welfare Plans	54
6600	Extended Medical Benefit Plan	55
6640	Life Insurance Plan	55
6680	Accidental Death and Disability Plan	55
6720-6780	Long-term Disability/Income Continuance Plan	56
6800-6840	Sickness and Accident Weekly Indemnity Plan	57
6860	Employer's Contribution to Pension Plan	58
6880	Early Retirement	58
6910	Mandatory Retirement/Extensions	58
6920/6940	Dental Plan	59
6960/6970	Vision Care Plan	59
7000-7008	Participation in Health and Welfare Plans for Part-time Employees	60
Section 14	**Occupational Health and Safety**	
7500	Health and Safety Clause	63
7520	Occupational Health and Safety Committee	63
7730	VDT Clause	63
7740	Smoking Clause	63
7840	Employer Supplements to Workers' Compensation Benefits	64
7930	Annual Safety Footwear Allowance	64
7940	Annual Reimbursement for Prescription Safety Glasses	65

Section/ Field Number	Provision	Page
Section 15	**Leave of Absence Provisions**	
8000	Standard Paid Leave on Bereavement or Serious Illness, Immediate Family	66
8005	Paid Bereavement Leave Extension for Travel/Special Circumstances	66
8010	Definition of Immediate Family	67
8015	Paid Pallbearer/Funeral Leave for Other Relatives or Non-relatives	67
8020	Paid Bereavement Leave for Part-time Employees	67
8025	Paid Compassionate Leave	68
8040	Personal Leave of Absence (Unpaid) on Good Reason	68
8080	Leave of Absence for General Union Business	68
8090	Leave of Absence for Full-time Position with Union	69
8100	Leave of Absence for Negotiations	69
8120	Restriction on Amount of Union Leave and/or Number of Employees	69
8190	Paid Parental/Marriage Leave	70
8195/8200	Adoption Leave (Unpaid)	70
8210/8220	Paternity Leave (Unpaid)	71
8240-8350	Maternity Leave (Unpaid)	71
8400	Paid Witness/Jury Duty Leave	73
8410	Paid Witness/Jury Duty Leave for Part-time Employees	73
8420	Paid Personal Health-care Leave	74
8550	Other Leaves of Absence	74
Section 16	**Miscellaneous Provisions**	
9220	Protective Clothing/Uniforms	75
9240	Drycleaning/Laundering	75
9300	Subsistence Allowance	75
	Travel Allowance-Private Vehicle:	
9350	A. Type of Allowance	76
9360	B. Mileage Rate	76
9370	C. Minimum Trip Allowance	76
9375	D. Monthly Allowance	77
9380	Tools	77
9410	Equal Pay, Affirmative Action, Sexual Harassment, Job Sharing	77
9440	Labour/Management Committee	78
9460	Proration of Benefits for Part-time Employees	78
9500	Types of Part-time Employees	78
9600	Special/Lower Wage Rates for New/Part-time Employees	79
9620	Lump-sum Payment/Signing Bonus	79

Appendix C

List of Agreements Included in the Study by Industry and Union

Employer/Location	Union	No. of Full-time Employees	Expiry Date YYMMDD
Mining			
Avonlea Minerals/Wilcox	ECWU	42	90/04/15
Potash Corporation of Sask/Lanigan	ECWU	262	90/01/31
Domtar-Sifto Plant/Unity	ECWU	77	90/04/15
Premier Sask/Carrot River	IWA	22	91/05/31
Central Canada Potash/Colonsay	USWA	361	91/04/30
Manufacturing			
Saskatoon Boiler Mfg Co	BISBFH	26	91/02/28
Linnvale Steel/Saskatoon	BSOIW	35	90/12/31
Shaw Pipe Protection/Regina	CGW	16	91/10/31
Weyerhaeuser Canada/Prince Albert	CPU	356	91/07/31
MacMillan Bathurst/Regina	CPU	40	91/04/15
Moose Jaw Times-Herald	CWA	10	89/12/04
Allied Printing Trades/Regina	CWA	23	91/02/14
Akzo Chemicals/Saskatoon	ECWU	17	91/03/31
Crown Paper/Regina	ECWU	13	90/02/28
Trail-Rite Flatdecks/Tisdale	Emps Assoc	48	90/03/31
Mercury Graphics (Bindery)/Saskatoon	GCIU	11	90/05/15
Western Cheque Printers/Saskatoon	GCIU	7	90/02/14
Alcatel Business Communications/Regina	IBEW	15	91/06/01
Fripp Fibre Forms/Tisdale	IWA	21	91/05/31
Big River Lumber Corporation	IWA	115	92/03/31
Swift Current Bottlers	RWDSU	14	90/12/31
Morris Industries/Yorkton	RWDSU	95	90/11/30
Leon's Manufacturing/Yorkton	RWDSU	60	90/05/31
Plains Poultry/Wynyard	RWDSU	140	91/01/31
Moose Jaw Packers	RWDSU	34	90/04/30
Redi-Mix Concrete Plant/Regina	Teamsters	9	89/12/31
Molson Sask Brewery/Regina	UFCW	90	91/03/31
Dairy Producers/Swift Current	UFCW	31	91/03/31
Labatt's Brewery/Saskatoon	UFCW	59	91/03/31
Canada Packers/Moose Jaw	UFCW	130	90/03/31
Beverage Central/Regina, Moose Jaw	UFCW	89	91/09/27
Intercontinental Packers/Saskatoon	UFCW	960	91/03/31
Sask Brewers Assoc/Province-wide	UFCW	77	91/03/31
Dairy Producers/Prince Albert	UFCW	25	91/03/31
Canada Wire & Cable/Weyburn	USWA	62	92/01/31
South Sask Steel/Regina	USWA	15	90/08/31
Inland Metal Mfg/Regina	USWA	10	90/03/14
Armtec/Saskatoon	USWA	5	89/12/31
Federal Pioneer/Regina	USWA	118	91/01/31

Employer/Location	Union	No. of Full-time Employees	Expiry Date YYMMDD
Construction			
Boilermakers Contractors Association (Construction)/Province-wide	BISBFH	259	90/06/30
SCLRC-Foundation Piling/Province-wide	CGW	400	89/04/30
Various Contractors/Regina, Saskatoon	PAT	180	91/04/30
Canadian Automatic Sprinkler Assoc/Saskatoon	PPF	57	90/04/30
Transportation/Storage			
CS Day Transport/Regina	Emps Assoc	17	90/06/30
Sask Abilities Council/Regina	Emps Union	26	89/12/31
Communication/Other Utilities			
Tricil Ltd/Regina, Moose Jaw	Teamsters	12	91/11/30
South Sask River Irrigation Project/Outlook	SGEU	6	91/12/31
Wholesale Trade			
Russelsteel/Regina	BISBFH	12	91/03/04
Fleming Pedlar/Regina, Saskatoon	CAIMAW	30	90/12/31
Western Grocers/Yorkton	CDU	17	91/11/30
Petro Canada-Distribution Terminal/Saskatoon	ECWU	5	90/01/31
Blackwoods Beverages/Prince Albert	Emps Assoc	24	90/10/31
ICG Propane Gas/Province-wide	IUOE	49	90/11/30
Beaver Lumber/Saskatoon	IWA	26	91/12/31
Shelly Western/Saskatoon	UFCW	191	91/07/27
Mid-Western News Agency/Saskatoon	UFCW	21	91/09/30
Retail Trade			
Hudson Bay Co-op	IWA	10	91/10/31
Pioneer Co-op/Swift Current & Area	RWDSU	90	91/02/28
Yorkton Co-op	RWDSU	25	90/04/30
Estevan Co-op	RWDSU	44	90/12/12
Foam Lake Co-op	RWDSU	12	90/02/28
Melfort Co-op	RWDSU	19	90/01/31
Beeland Co-op/Tisdale	RWDSU	29	90/01/31
Wynyard Co-op	RWDSU	7	91/01/31
Humboldt Co-op	RWDSU	11	89/12/31
OK Economy/Estevan	RWDSU	6	90/01/13
OK Economy & Economart/Regina, Saskatoon & 3 Locations	UFCW	134	89/05/20
Super Valu Stores/Saskatoon	UFCW	51	89/05/20
Saskatoon Co-op	UFCW	90	90/12/29
Moose Jaw Co-op	UFCW	31	90/08/13
Finance/Insurance/Real Estate			
Sask Government Insurance/Province-wide	OPEIU	1,150	90/09/30
Tisdale Credit Union	UFCW	14	89/12/31
Sask Crop Insurance Corporation/Melville	SGEU	75	91/12/31
Cadillac Fairview/Saskatoon	Emps Assoc	20	90/09/30

Employer/Location	Union	No. of Full-time Employees	Expiry Date YYMMDD
Business Service			
Westbridge Corporation/Regina	ECWU	282	90/09/30
TAS Communications/Regina	CWC	12	90/12/31
TAS Communications/Saskatoon	CWC	17	89/12/31
Mitchell Ching Law Firm/Saskatoon	USWA	15	90/06/30
Government Service			
City of Moose Jaw - Police	CAP	50	91/12/31
City of Regina - Police	CPA	412	89/12/23
City of Weyburn - Police	CPA	16	90/12/31
City of Lloydminster	CUPE	74	90/12/31
City of Melville	CUPE	11	90/12/31
City of Moose Jaw	CUPE	150	89/12/31
City of Moose Jaw - Police	CUPE	11	90/12/31
City of Regina (Inside Workers)	CUPE	392	91/01/01
City of Regina (Outside Workers)	CUPE	500	91/01/01
City of Weyburn	CUPE	49	91/12/31
Sask Human Rights Commission/Province-wide	CUPE	15	92/07/31
Town of Biggar	CUPE	14	91/12/31
Town of Gravelbourg	CUPE	7	90/12/31
Town of Kamsack	CUPE	15	91/12/31
Town of Maple Creek	CUPE	10	90/12/31
Town of Martensville	CUPE	7	90/12/31
Town of Meadow Lake	CUPE	21	90/12/31
Town of Nipawin	CUPE	16	91/12/31
Town of Wilkie	CUPE	5	90/12/31
Sask Water Corporation/Moose Jaw	Emps Assoc	149	91/12/31
City of Moose Jaw	IAFF	52	91/12/31
City of Swift Current	IAFF	16	91/12/31
City of Yorkton	IAFF	12	89/12/31
City of Saskatoon	IBEW	110	91/12/31
City of Swift Current	IBEW	9	89/12/31
Town of Assiniboia	SEIU	9	89/12/31
Village of Buffalo Narrows	SGEU	9	90/09/30
Sask Housing Corporation/Regina	SGEU	117	91/09/30
Sask Pork Producers Marketing Board/Saskatoon	SGEU	15	91/09/30
Wascana Centre Authority/Regina	SGEU	85	92/03/31
Education Service			
Cupar School Division #28	CUPE	8	90/12/31
Hudson Bay School Division #52	CUPE	9	89/12/31
Kerrobert School Division #44	CUPE	26	89/12/31
Last Mountain School Division #29/Govan	CUPE	46	89/12/31
Moose Jaw RC School Division #22 (Caretakers)	CUPE	16	90/12/31
Prince Albert Composite High School	CUPE	31	90/12/31
Prince Albert Rural School Division #56 (Office)	CUPE	21	90/12/31
Prince Albert School Division #3	CUPE	33	90/12/31
Palliser Regional Library/Moose Jaw	CUPE	18	90/12/31

Employer/Location	Union	No. of Full-time Employees	Expiry Date YYMMDD
Rosetown School Division #343	CUPE	12	90/12/31
Sturgis School Division #45	CUPE	14	90/12/31
University of Regina & Sask/Regina, Saskatoon	CUPE	1,700	90/12/31
Wapiti Regional Library/Prince Albert	CUPE	13	89/03/31
University of Regina	Fac Assoc-Apt	91	91/06/30
Estevan Composite School	SEIU	17	89/12/31
Health/Social Service			
Battlefords Regional Care Centre/North Battleford	CUPE	223	91/09/30
Campus Daycare/Saskatoon	CUPE	6	90/12/31
Provincial Psychiatric Centres/5 Locations	CUPE	1,250	91/09/30
Regina General Hospital (SHA)	CUPE	759	91/12/31
Souris Valley Regional Care Centre/Weyburn	CUPE	320	91/09/30
University Co-op Daycare/Regina	CUPE	7	90/04/30
Wascana Daycare Co-op/Regina	CUPE	5	89/12/31
Pioneer Village/Regina	Nurses' Assoc	23	91/03/31
CNIB/Regina	OPEIU	12	90/12/31
Wascana Rehab Centre/Regina	Therapists	33	91/12/31
Battlefords Ambulance Care	SEIU	12	90/07/31
Canadian Red Cross Blood Transfusion Service/Saskatoon	SEIU	28	91/12/31
Meadow Lake Management	SEIU	7	92/04/30
PA Group Homes Society/Prince Albert	SEIU	15	91/03/31
Sask Healthcare Assoc (Special Care)/9 Homes	SEIU	342	91/12/31
Sask Assoc Special Care Homes (26 Locations)/Province-wide	SEIU	1,100	91/12/31
Sask Healthcare Assoc/Province-wide	SEIU	3,800	91/12/31
Parkland Regional Care Centre/Melfort	SGEU	114	91/09/30
Pesim Waskayikan Interval House/Prince Albert	SGEU	5	89/03/31
Sask Cancer Foundation/Regina, Saskatoon	SGEU	110	90/09/30
Saskatoon Interval House	SGEU	8	89/03/31
Wascana Rehab Centre/Regina	SGEU	284	91/12/31
Sask Healtcare Assoc (Hospitals)/Province-wide	SUN	1,924	91/03/31
Sask Assoc Special Care Homes/27 Homes	SUN	355	91/03/31
Accommodation/Food/Beverage Service			
Cara Operations/Regina	HERE	5	91/04/30
Cafeteria Board/Regina	RWDSU	9	91/09/30
Alakava Food Services/Regina	RWDSU	7	90/10/31
Canway Food Services/Regina	RWDSU	15	90/06/30
Marriott Corporation/Regina	RWDSU	7	90/06/30
Other Service			
Saskatoon Labour Building Association	CUPE	12	89/12/31
Regional Hospital Laundry/Prince Albert	CUPE	20	91/12/31
Royal Canadian Legion #1/Regina	RWDSU	11	89/02/28
Citipark/Regina	SEIU	21	91/12/31
National Farmers Union/Saskatoon	UFCW	6	91/04/30